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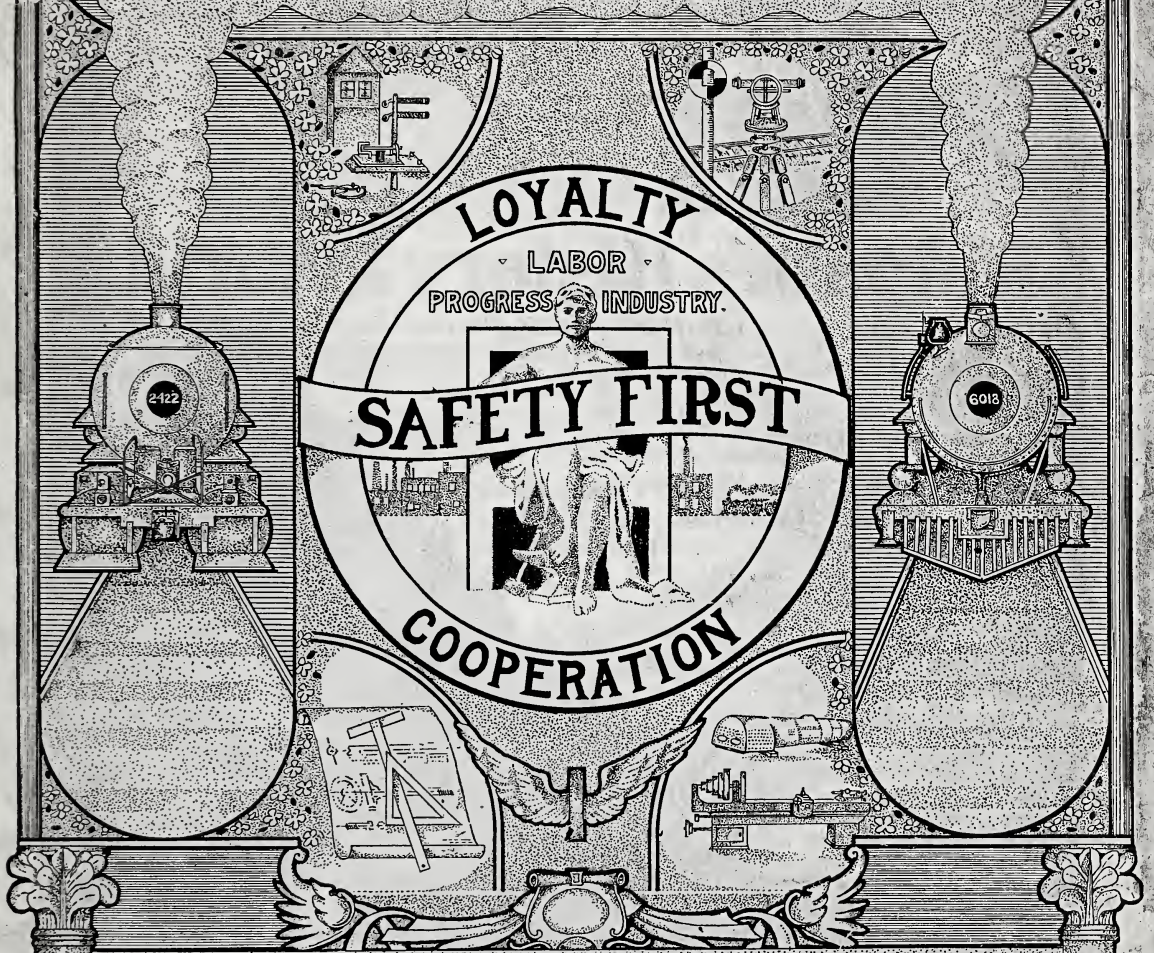
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# BALTIMORE & OHIO - EMPLOYEES MAGAZINE



Volume III

September 1915

Number V





## Jean Paul Marat

The name of Marat will forever be associated with the Reign of Terror during the French Revolution. He fell at last by the hand of Charlotte Corday to avenge the loss of her lover. This period contains more of dramatic interest than any other in the world's history. It is out of this period that the Empire was born, dominated and ruled by Napoleon. It is generally conceded the best account of the French Revolution is by America's great historian, Dr. John Clark Ridpath. The story of this period should be read by every American who prizes his citizenship and loves his country. How else are we to judge of the great questions that confront our own Republic except from the lessons of the past

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# BALTIMORE AND OHIO EMPLOYEES MAGAZINE

Volume 3 BALTIMORE, SEPTEMBER, 1915 Number 5

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Published monthly at Baltimore, Maryland, by the employees of the Baltimore and Ohio Railroad to promote community of interest and greater efficiency. Contributions are welcomed from all employees. Manuscripts and photographs will be returned upon request. Please write on one side of the sheet only

MANONEY '15





#### HISTORIC HARPER'S FERRY

This new picture, taken from the Virginia Heights and showing the junction of the beautiful Shenandoah and Potomac Rivers where the three states of Maryland West Virginia and Virginia meet, is the finest camera view of this wonderful bit of scenery along the picturesque Baltimore & Ohio

*Photo. by G. E. Luckey*



# Achievements Encourage to Greater Endeavors

## Opening Address of Meeting of Operating Officers at Deer Park, June 24 and 25, 1915

By Third Vice-President A. W. Thompson  
Chief Operating Officer and Chairman of the Meeting



*Gentlemen and Fellow Employees:*

It is indeed a pleasure again to welcome you to a meeting of the officers of the operating department of the Baltimore & Ohio Railroad. Our last meeting, which was held in the month of September, 1913, was notable and long to be remembered by all of us. We were fortunate in having with us our president, Mr. Willard. His address was, beyond question, a most interesting and instructive feature of that meeting, and the lack of his presence and delivery in person of another similar address are circumstances that mar the present occasion, which, however, I predict is going to be a happy one. Mr. Willard has been unavoidably detained in New York. Being unable, therefore, to actually talk to us, he has done the next best thing, by writing a letter, which I will now read to you.

At NEW YORK, June 21, 1915.

MR. A. W. THOMPSON,  
*Third Vice-President.*

*Dear Sir:*

I am very sorry that I shall not be able to attend the staff meeting which is to be held on Friday and Saturday of this week at Deer Park, but, as you know, I made some definite engagements before the meeting was finally decided upon, and it

is on that account that I am prevented from being with you. I recall with much pleasure and satisfaction the two meetings that I attended at Deer Park—one in June, 1910, the year I became president of this Company, and the second in the Fall, I think, of 1913. I was very glad in each instance to meet so many of the officers of the Baltimore & Ohio Company, and was also glad of the opportunity so afforded to explain to them some of the problems confronting the Baltimore & Ohio Company, as I understood the situation, and I repeat that I am sorry that I cannot be with you this week and avail myself again of the opportunity to discuss Baltimore & Ohio matters with Baltimore & Ohio men. Inasmuch as I cannot be there, I am going to say in this letter some of the things that I would have said in person had I been there, and will be glad if you will have this letter read at your conference.

I explained in 1910 what had been done at that time towards raising the new capital needed for the contemplated improvements, and suggested certain economies that I hoped might be accomplished. I would like now to recall briefly some of the things that have been done by means of the new capital employed and will refer also to some of the results that have been accomplished in the meantime, particularly in the way of better operation.

Since the June meeting in 1910, upwards of \$100,000,000 of new capital has been spent by the Baltimore & Ohio Company for additions and betterments to the property and for new equipment. Approximately one-half of that amount has been spent for new locomotives, passenger coaches and freight cars, and approximately the same amount for additions and betterments. Among the more important improvements are the new double track tunnels at Sand Patch and Kingwood; new freight yard at Grafton; third track up Newburg and Cranberry grades on the west end of the Cumberland Division; the elimination of the helper at 58 cut; three tracks all of the way and four tracks some of the way between Patterson Creek and Cumbo, including the completion of the Magnolia Cut-off; the elimination of a number of tunnels too small for the present service requirements, including Bakerstown on the Pittsburgh Division; between 75 and 100 miles of new double track on the Chicago Division, so that today we have double track for the entire distance between Philadelphia and Chicago with the exception of about twenty-four miles; additional passing tracks on the Southwestern District, on the Parkersburg Branch and other portions of the System. These are some of the more important improvements, but many other things have been done to facilitate the prompt and economical movement of business.

During the period mentioned 578 heavy freight and passenger locomotives have been added to the Company's equipment, 185 passenger cars of all steel and steel underframe construction, and over 21,000 freight cars have also been purchased. In addition to the new equipment just referred to, many of the cars already in service have been strengthened and much improved. To illustrate—in 1910, sixty-one per cent. of all of the Company's freight equipment was of all wood construction and much of it absolutely unsuited for the severe service incident to heavy tonnage trains. Since then steel center sills have been applied to more than 10,000 cars, originally of wood construction, and besides, many thousands of old cars have been condemned and dis-

mantled, and the result is shown in the fact that today over eighty-five per cent. of all Baltimore & Ohio freight equipment is either of all steel construction, or else is equipped with steel underframes or steel center sills suitable for the very heaviest service. This, of course, has had the effect of reducing materially accidents and delays due to trains breaking in two, and it has also resulted in a large reduction in the number of loaded cars delayed because set out enroute account bad order.

At the 1910 meeting, I expressed the hope that the freight train miles might be decreased materially. A decrease in train miles is a saving in conducting transportation. I am advised that the fiscal year, which will close on the 30th instant, will show increased efficiency in our operations in this direction. Of course, the new capital that has been spent for the various improvements I have referred to has contributed largely toward that end, as was to be expected. At the same time I appreciate fully that the one thing that has contributed more than all else to bring about this gratifying showing has been the constant and intelligent effort put forth by the officers of the operating department. Without their assistance the results obtained could not have been accomplished, notwithstanding the large expenditures referred to, and I am glad to express my appreciation of the results, accomplished largely and chiefly by the efforts of the men now assembled in this room.

Notwithstanding the fact that such a remarkable decrease in train miles has been accomplished, it is also a fact that the service, both freight and passenger, which the Baltimore & Ohio Company is giving today, is better than at any previous time during my personal connection with the property, and I am told by officers who have been here for many years that they do not recall a period in the past when the freight or passenger trains were handled with such regularity as obtains today.

Owing to the very sharp depression in business which followed the breaking out of the European war, the earnings of the Baltimore & Ohio Company, during the present fiscal year, will probably not



exceed \$91,000,000 or approximately \$12,000,000 less than they were in 1913. This heavy shrinkage in business has, of course, made it necessary to reduce expenses wherever possible, and in that connection I appreciate very much the earnest efforts which I know have been made by all to meet a serious situation.

I had hoped that we might be able to pass through the various difficulties that have confronted all of the railroads in the eastern territory during the last five or six years, without the necessity of reducing our dividend, but during the first six months of the present fiscal year, owing to the depression already referred to, and to our failure to promptly reduce operating expenses proportionately, the Company failed to earn a sufficient amount of net to pay the customary three per cent. upon its common stock, and only two and one-half per cent. was paid for that period. I am happy to say, however, that during the last six months of the present fiscal year, you have been able to get your operating expenses much better in hand, and we now have reason to believe that at the end of the fiscal year the net earnings will be sufficiently large to pay five per cent. upon the common stock for the whole twelve months, with a small surplus over.

I know full well that the results accomplished during the last few months are due to hard and determined effort on the part of all who are in any way responsible for the expenses, and I wish once more to express my appreciation of the efforts which have been made in that direction.

The whole subject is such an interesting one that if I were at your meeting I am sure I should want to talk a long time about it, but there are certain recognized limits beyond which it is not good form to extend a letter of this kind, and I feel that I have already exceeded the limits so imposed. I hope your meeting will be a profitable one, but to make it so, it is desirable, in fact necessary, that there should be the greatest possible freedom of discussion. The benefit which is derived from such a conference as this is not due to the wisdom of any one man

or number of men, but it is due rather, in my opinion, to the quickened thought and broadened knowledge which comes to each because of a general exchange of views of all. Of course, it is recognized that certain of the officers have more information at their command than others, and in my opinion it is advisable, upon such occasions as this, to give every man the benefit of all the information obtainable which bears upon the problems which he may be called upon to help solve.

I wish to extend to all a most hearty greeting and best wishes.

Very sincerely,

(Signed) D. WILLARD.

This letter, gentlemen, speaks volumes, covering, as it does, a very broad field. I shall have to ask you to be patient and to bear with me in my talk, as Mr. Willard's letter covers the situation so thoroughly and his subjects are presented so lucidly as to leave little to be said, except by way of amplification of details. It is my hope, however, to interest you in a number of matters which, while not particularly new, are quite engaging and should have careful attention at this time. In his talk in 1913, Mr. Willard outlined a policy which he desired the operating department of the Baltimore & Ohio to follow. Doubtless you remember the substance of his remarks at that time.

In passing I avail myself of the opportunity to call your attention particularly to the fact that since the meeting of 1913 there have not been many changes in the personnel of the operating department. A few men have left our service, some have been promoted and several others (to whom I shall refer later) have, to our sorrow, gone to the Great Beyond.

### **Policies Outlined at 1913 Meeting**

The policies which were outlined by our president in 1913 have been pursued diligently and successfully and have resulted in beneficial changes in the operations, especially in regard to safety, better service, and in economies to so

marked a degree as to call forth the commendatory expressions contained in the letter which I have just read to you. To you men before me is due the credit for the splendid showing.

Some of the standards set for us a few years ago seemed high at that time; yet they were not only attained, but surpassed, and a warrant thus given by ourselves to make, in a number of instances, new and still higher standards of operation. With this ever-increasing progress we are enabled to give our patrons better service and to operate with more efficiency and greater economy. Since 1910 our operations have been carried on with a so much higher rate of efficiency that we were able to maintain a six per cent. dividend until the past year, when it was reduced to five per cent., notwithstanding a decrease in gross earnings of about \$10,000,000, and conversely, we have had an increase of \$4,300,000 in wages paid, over \$1,000,000 in taxes and about \$2,000,000 in cost of materials. Had you gentlemen not been equal to the exigency, had you not effected desirable economies during the period named, without impairment of the service or property, the Baltimore & Ohio Railroad Company would not today be paying any dividend at all. This illustrates what harmony and cooperation within the department and between it and other departments can accomplish. Unity of effort was requisite to bring about the results and you performed your part well.

### **Harmony in Conducting Railway Affairs**

Our president has often remarked that the heads of departments and their staffs were comparable to the leader of an orchestra and his musicians. The leader, beating time with his baton, expects complete and exact unison of movement with proper regulation of tone and volume, or harmony, which pleases the audience, guarantees their continued appreciation and attracts growing patronage. But let some of the members of the orchestra respond imperfectly to the direction of the baton, let even one instrument be out of accord, and a discordant jar and jangle mars

the whole with resultant disappointment and dissatisfaction to those who had assembled for an evening of musical enjoyment, and they go away resolved not to return again. With repeated failures of this nature that orchestra soon passes into oblivion. The same is true of the railroad. Lacking harmony and cooperation we could not hope to hold our business, much less increase it. Unless everyone responds promptly and efficiently when our leader waves the baton we can not get the desired results. But I am glad to say that the prevailing attitude and feeling among the employees of this Company is attuned to the chords struck by our president, that harmony exists among us, and that you are giving a fine exhibition of team work, making for the betterment and the advantage of the Baltimore & Ohio. The results obtained since 1913 abundantly corroborate this.

### **Necessity for Drastic Measures to Bring About Economies in 1913**

The necessity for efficiency and economy in our operations in 1913 was very apparent. A heavy reduction in earnings was accompanied by but little reduction in expenses; indeed in some directions expenses increased, and had we not been able to promptly and effectually remedy this feature of our operations and make a decrease in our expenses commensurate with our decreased earnings, the future could have been viewed only with foreboding.

### **Baltimore & Ohio Problem**

The problem which confronts us on the Baltimore & Ohio is just a big business proposition. We have tremendous liabilities, extremely large in comparison with most industrial enterprises, and very large even compared with other railroads. Our total liabilities are nearly three quarters of a billion dollars, and it follows that the responsibility of the president and other officers of the Company is measurably heavy. I do not have to go far afield to find proof for saying that the responsibility has been met in splendid fashion, and that the success which has been achieved in the operation of the property



is entirely due to you gentlemen. How well we serve our patrons and the degree of satisfaction they feel, and how much we save of the gross earnings for dividends and surplus, depends largely upon your intelligent and concentrated efforts, upon your hearty cooperation and the results obtained, expressed not only in dollars and cents but in acceptable service to the public, which adds to the dollars and cents—in short, upon your comprehensive understanding of these problems in all of their complexity. To the old ones new ones are being added. Problems are brought into being that practical solutions may be found for and applied to them. And that is the principal cause of this meeting today.

### **Improvement Program in 1910 and the Results**

While I have said that the welfare of the Baltimore & Ohio depends in a great measure upon you gentlemen, it is also proper to mention the large outlays which have been made on the property since 1910. In the past five years there has been expended for equipment and improvements in the line nearly one hundred million dollars. This expenditure has, of course, contributed to the successful results obtained.

### **Responsibility for Spending Money for Improvements**

The responsibility for spending so huge a sum of money is great. The major portion of it rests on our president, but we, collectively and individually, must realize that we, too, share in and must bear a part of the burden. Is it not true that there is a proneness among us to spend money for improvements which at first appear to be essential, and that we do not stop to ask ourselves and investigate what interest will be actually earned upon this outlay, and whether such an expenditure is really warranted after all, in view of our heavy interest obligations. A prerequisite for obtaining money for improvements is that the property be operated so efficiently and economically as to earn a fair dividend each year and

add to the surplus fund. We should, therefore, accord to all proposed expenditures careful consideration and convince ourselves beyond doubt that the improvement when completed will prove its own justification in augmented earnings. This is particularly one of the problems of the operating department.

### **Six Per Cent. Dividend**

Our president looks forward (and we should do likewise) to the restoration of the six per cent. dividend on the common stock of the Baltimore & Ohio. It is the opinion of our president and directors that the Company should pay a six per cent. dividend, having in mind the heavy expenditures made for equipment and facilities for handling the traffic, together with the continuous development of the territory through which our railroad passes. It is not only possible, not only probable, but certain, that such a dividend can be earned, with a surplus, and it is not at all unreasonable to expect it. It is my hope that by constantly keeping before us our obligations, by a judiciously frugal policy governing expenditures, persistent attention to the details of our business and a continuance of the efficiency we have acquired, we will round out a condition which will warrant a return to the payment of a six per cent. dividend on our common stock, and in addition, have a surplus of three or four million dollars a year to be used for betterments. If we can continue for one year on the basis of our present operations, the results will be gratifying indeed, and constitute really an epoch in the career of the officers of the operating department of this Company.

The assurances which we have received from our president are more than pleasing, and should stimulate an energy which will guarantee our never-failing march in the path of progress, efficiency and achievement. His expressions manifest a feeling of implicit confidence, and we cannot afford to, nor will we, disappoint him in his hopes and expectations. Surely we will achieve the results he desires.

There is now in my mind a vivid recollection of the close of the first day of the

meeting here in 1913. Asking what support we could guarantee our president in carrying out his policies, and reposing supreme trust in the men before me, I answered for all of you. I said that we would give the president, whole-heartedly, unreservedly, and without qualification, the support he asked for. The letter which I read to you today clearly indicates the character of the support we have given him.

### **Carrying Out the Future Improvement Work**

For a number of years we will probably not be able to spend a hundred million dollars in such a short space of time. In a way, we have passed the crucial point in the development of the Baltimore & Ohio. The expenditures of the future must be the result of more study in detail. While I believe every dollar of the large expenditures made in the past five years was spent in the right place, working the greatest good to the entire property, future outlays will again demand, as always, very careful planning. The improvements in the past few years were needed so badly that there could be no question as to the advisability and wisdom of making them. I have in mind the various betterments in West Virginia territory. In 1910 the industrial advance in that section was so great that we were unable adequately to take care of the business offered. At that time the movement of eight hundred loads a day east from Grafton was the maximum that could be expected. Today we can handle at least twelve hundred loads and possibly fifteen hundred daily. However, there has not been sufficient business offered to tax the capacity of the line east of Grafton. Five years ago serious complaint was made that we were unable properly to take care of the business interests of West Virginia, but I am glad to say that the confidence of these people is restored. However, when certain interference against the free movement of traffic, or the pinch points, are removed, others appear (though less acute, perhaps) and to bring about proper development in the territory which the

Baltimore & Ohio operates we ought to spend ten million dollars a year. At the end of ten years, at that rate, we will have spent only one hundred million dollars, or about the same amount which was laid out between 1910 and 1914.

But in making any expenditures whatsoever there should be ever present and uppermost in our minds the points where we can get the greatest return upon each dollar put out, and we should constantly keep before our mental vision our relations with patrons and public. We should have in mind the building of passenger stations and other facilities that will attract business to our lines. In this connection, it behooves us to exercise prudent discrimination, however, and I mention this particularly because we sometimes view contemplated improvements as being of special importance, and yet when we look around and take in the whole field, the aspect changes. It therefore devolves upon each of us to make our expenditures, controlled by the same motives that would obtain were the property our own personal and private possession.

### **Surplus and Improvements**

Of course, as you all realize, the credit of a railroad is one of the most important, if not the most important, of its assets. To have credit it is necessary that the property be operated in such an efficient way that there will be a surplus each year over and above all expenses, taxes, dividends, interest obligations, etc., and this gives assurance to the stockholders and others of the substantial condition of the property. The surplus may be used for improvements, particularly passenger stations, etc. With such a condition it is also possible for us to borrow money for improvements of greater magnitude. Therefore, it is quite evident that the future growth of the property, improved facilities and real progress depend upon how well we conduct our operations. Briefly, if we operate efficiently, pay a fair dividend and have a surplus, we have credit, money for improvements and are able to borrow additional money if necessary. On the other hand, if we operate poorly, it is necessary to reduce



the dividend, and we cannot, of course, have any surplus, which means we are without money for improvements and that our credit will not be such that we can borrow money. Surplus practically spells the difference between an up-to-date going business and a failure.

### **The Real Railroad Problem— Conducting Transportation**

Now, let us get back for a moment to expenses in the operating department, particularly with reference to conducting transportation and maintenance. The real test on a railroad is the conducting transportation ratio to the gross earnings. Every dollar saved in conducting transportation is really that much net. In maintenance, however, a dollar may be spent to improve the property or equipment, but an additional dollar spent in conducting transportation is practically a loss. This thought will perhaps bring more clearly to your mind if you have not already realized it that it is necessary to have good results in conducting transportation and is a reason for following up carefully and minutely the expenditures in that department. In the past three years we have established beyond question that by allotments, and by allotments alone, do we obtain the best results in maintenance. Efficiency is frequently lowered because of the absence of a program in carrying out work, particularly where men and material are not brought together at the same time. Allotments will be established from month to month in good as well as bad times in the future, on the basis of a policy which will be laid out for a period of months, or a year, and only varied from time to time as the situation requires. Through these allotments and by careful following up of expenditures we expect to get the best results, and where it costs more on one division than on another to do a certain unit of work it will be investigated and studied to find out if there is any good reason for it. Let me urge again that you keep in mind that the real test of ability of you gentlemen and your future success depends largely on how well you carry on conducting transportation, that is, how low the conducting transportation

ratio is to the gross earnings of the Company annually.

### **Standards Set**

We have for some time set standards; indeed from month to month we are setting new standards in operating efficiency, and, as Mr. Willard stated in his letter, never before, so far as his knowledge goes, in the history of the Baltimore & Ohio, has the efficiency of the service been so high; never before have we maintained for so long a period an "on time" performance with our passenger trains, a performance of fast freight trains which seems unparalleled, and which has aroused a realization on the part of our neighbors, especially our competitors, that the Baltimore & Ohio is to be reckoned with. In the past few months representatives of other roads have done us the honor to come to our lines for the purpose of viewing our operations. This is very complimentary and supplies another reason, which I take pleasure in pointing to, another incentive for all of us to do our very best. Now that we are in the limelight, as it were, now that we have set standards and effected gratifying results, let us not lag in the good work, but rather continue onward. We cannot permit ourselves to drift backward. Indeed, I confidently look for new records to be established during the coming year on the Baltimore & Ohio. Some of the records which we now call standard will not remain distinguished by that title, because we have not reached the highest point of efficiency on our lines. In many ways we have, by our records, placed ourselves in the eyes of our neighbors in a position so enviable that much more is expected and demanded of us. Let us then not disappoint them. Let their expectations act as a spur to us, to the end that the Baltimore & Ohio will stand out as THE standard railroad of America, and that our president may justly feel that there is no such word as "fail" with us, and that we will merit his undiminished confidence.

### **Public Service**

This now brings me to the question of service. The Interstate Commerce Com-

mission, as you know, has jurisdiction over the rates as well as many other matters pertaining to railroad service, safety, etc., and the situation today, so far as getting business is concerned, depends on the service that any one railroad can give; in other words, efficiency of the service is really efficiency of the operating department. We have just passed through a period of depression during which we have maintained a greater percentage of business out of the large industrial centers than we did when there was more business than the railroads generally could handle. During the next high tide of business, if we are as efficient as we have been in the past and as we are now, there is no reason, as I view it, that we should not get a greater proportion of the business than we are getting at this time. Much of our poor service is due to oversight and negligence on the part of our employes in following up the placing of cars, moving loads, etc., and not because we lack locomotives, cars and facilities for handling the business. While I do not say that such matters are purposely neglected or anything of that sort, yet the neglect is apparent, and if it is due to the inability of the employe or officers that it is impossible to get good service and take care of our patrons, then I submit that it is reasonable that they should give way to some one who is able to perform such duties satisfactorily. In connection with the service I am glad to see that the much talked of "courtesy as an asset" seems to have been realized on Baltimore & Ohio. While it may not always be carried out, there are many complimentary letters coming in, which indicate that a majority of the men at least are carrying out this policy as outlined by our president. It creates enthusiasm when we are able to secure business by courtesy and service and increased effectiveness of our officers in bringing about better operation.

### Efficiency

I believe it is hardly necessary to discuss "Safety" particularly this morning, as the "Safety-First" ideas seem to have become impregnated in the minds of most, if not all, of our employes. Our results

in this direction seem to prove this statement.

After safety comes efficiency. We should constantly have in mind that efficiency does not always mean the lowest cost. What it does mean is, the lowest cost commensurate with the proper handling of our business. Efficiency in our fast freight performance is an illustration of what I mean. It does not mean making a heavy ton mile, but in handling our trains in such a manner that we can compete with other lines and get the business. It means arriving at the final terminal about ninety-five per cent. on time and at the same time carrying the maximum tonnage that can be handled and accomplish this. It is through prompt and efficient handling of our fast freight trains that we have secured additional business for them, which means, of course, increased earnings. Shippers who are pleased with the handling of their freight will continue to give us their business, and in many cases will also ship their slow freight over our lines. Further, I am told by our passenger department people that passenger travel frequently follows the satisfactory handling of freight. If patrons are pleased with the handling of their freight they travel over the same road, and the whole matter of freight shipments and passenger travel is so closely interwoven that only efficient service will bring the business to our lines.

### The Up-to-date Railroad

These thoughts lead up to the question as to what kind of a railroad we should have. We have heard our president speak so often of his ideal of what a railroad should be, and you all know, generally, what he expects. We want a clean, business-like railroad, one that a stranger will not notice as merely a fair railroad, or even a good every-day railroad, but one that attracts special attention and one that is above the average. We do not want any frills like white-washed telegraph poles or ribbon-edge ballast, but we do want the scrap picked up and our property looking neat and clean. In this connection, we have demonstrated that it does not mean an extraordinary expenditure to accomplish these results.



In the past four years our unit costs for various items in the maintenance of way department show less from year to year, while we all know that there is less scrap lying around on the property than there was four years ago, that there is less material generally lying around, that our station grounds are cleaner and that where we have material it is piled in neater piles, and on the whole our property looks very much better. I estimate that the efficiency in the maintenance of way department has increased fully eighteen per cent.

We desire that our passengers feel that when they travel on our lines they are on a safe railroad, and while our time between terminals may not be as fast as on other railroads, we want our patrons to get a good, comfortable ride and be at their destination at the time we advertise the arrival of our trains in our timetables. I was very much impressed with a statement which was made to me by Mr. Lowes of our passenger department to the effect that the Poor Richard Club of Philadelphia used the Baltimore & Ohio from Philadelphia to Chicago and return to attend the Advertising Club Convention. This is particularly significant, as Philadelphia has always been considered a Pennsylvania Railroad city, just as Baltimore is considered a Baltimore & Ohio city. Getting the movement of this special train is a great achievement by our passenger department, and a compliment to our railroad. The club traveled in a steel car train, was on time throughout the trip, and I am informed that they had a very comfortable ride; and, by the way, they arrived in Chicago thirty-five minutes ahead of time.

I have noted with particular interest that, generally, on that date, the passenger and fast freight trains were on time. This indicates that other business was not sacrificed. It is interesting to know that at least thirty members of this club had never ridden over the main line of the Baltimore & Ohio. The benefits from the good movement of this club from Philadelphia to Chicago and return will be far-reaching, and will undoubtedly bring additional passenger and freight business to our line. I can pic-

ture those gentlemen on the train who had for years used the Pennsylvania constantly looking out and comparing the Baltimore & Ohio with the Pennsylvania. I want to congratulate all of you on the way this train was handled, in addition to taking care of our regular business. You gentlemen accomplished in this instance what we desired and met the standard of our president, who wants the Baltimore & Ohio to be a clean railroad, without frills, but with courteous employes, courteous treatment to our passengers and patrons—just a plain democratic, good railroad. While that is undoubtedly a high standard, I feel that great strides have been made in the past four years in meeting the standard, and the handling of some of our special trains recently makes me hopeful.

### Cooperation and Passing the Word Along

Cooperation means much in the proper handling of a big railroad system such as ours. I have indicated before how I feel about this subject and hesitate to mention it again. However, it is so important that I want to repeat how much it means to everyone here to cooperate, so that there may be such a feeling of harmony among the officers and employes that if anyone outside of our service speaks a word derogatory to the character or reputation of any of our officers or men, that person will immediately be challenged. We should all boost for our fellow officers. If there are any comments or criticisms that should be made, try to get the officer through some fellow officer of the railroad to understand, but do not talk about him on the outside. If you find things in another department that are not right, try to make it known to one of the officers of that department in a decent way and in such a way as not to offend him, but give him the information for his good. He may not accept your suggestion, but it will certainly start him thinking, and if two or three men should happen to mention the same thing he would certainly do more than think about it. In a way, I would like to see you all apply the same suggestion to this meeting. Only a small portion of us can be here to discuss the

affairs of the Company. If it were only possible to have more men hear our discussions the benefits would be great. As this is not possible it is necessary to depend upon you gentlemen to pass the word along. If each one of us talked to ten employes about what was discussed at this meeting and each one of those ten talked to ten more, the word would be quickly passed to a thousand of our employes, who in turn would make many others appreciate our problems, the proposed remedies, and just what end we are working for. With approximately fifty thousand employes on the Baltimore & Ohio System, you may readily see that it will require a good deal of talking on your part to pass the word to as many men as we desire be fully informed.

### Working for Results

There is one thing that has appealed to me very much in connection with railroad work, and that is the concentration which an officer has to put into his work in order to get results. The railroad operates, with few exceptions, twenty-four hours a day barring accidents, and it is necessary for some one to constantly check every department in regard to what is occurring to change the operations if necessary before the wrong thing happens. Accomplishing things is the reward for hard work, and our burdens are very much lighter if we successfully carry on our work. How much better do we all feel, how much more cheerfully do we go to work and with what greater enthusiasm do we meet our patrons and fellow employes when we are accomplishing things. The fact that we are getting somewhere in a going business makes it worth while to work for.

There is a far different feeling in this country than there was ten years ago in regard to doing big things. A number of years ago the most important question was, "how much was a certain man worth?" "what was his wealth?" Today the question is asked, "what has this man done?" "what are his accomplishments?" Today men who are doing things and men who are accomplishing worth-while things are pointed out as notables. We may all be grateful and feel very fortunate because

we are working on a railroad whose president is considered one of the leading, if not the leading president of American railways. His important work in connection with the so-called Five Per Cent. Rate Case and a number of other important questions having to do with railways, has placed him in this position. We would do well to try to emulate his example of thoroughness, broadness and disposition to be fair.

### The New Railway Problem

A new era in the conducting of the railway business has been brought about in the past five years. The Interstate Commerce Commission regulates our rates; Federal laws govern safety appliances on cars and locomotives; representatives of the Commission inspect and supervise care and maintenance of locomotives and equipment, including the various safety appliances; better laws prescribe design of railway mail cars; representatives of the Commission investigate our accidents; State laws prescribe the number of men that shall be employed on each train, the character of caboose cars to be used, as well as various appliances, such as headlights, automatic fire doors, etc. They also prescribe where block signals shall be used. State laws prescribe the sanitary condition of passenger stations; State Commissions order change in grades, where trains shall stop, changes in railway location, interlocking plants and clearances. There are complaints from various shippers in regard to time of their shipments on the road, deliveries, placing of cars, etc. Shippers generally are following the movement of their freight, and from year to year are carrying less goods in storage and depend on prompt movement of freight by the railroads to meet the demands of their customers. Labor organizations are becoming more technical in their interpretations of the contracts than for years. Federal laws require mediation and arbitration to prevent strikes, all of which necessitates officers, particularly those in the operating department, who can view matters in a broad way, be conservative, and constantly remember that the interests of the public in per-



formance of service should, after safety, receive first consideration. The necessity for bright, energetic men in the various subordinate positions is becoming more and more apparent, particularly having in mind that the men must be constantly prepared to fill positions which are becoming more and more exacting.

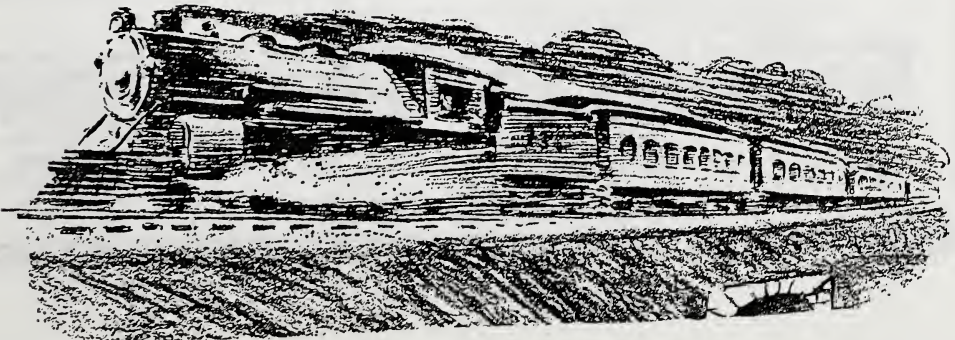
### Officers Who Have Passed Away

As I mentioned earlier in my remarks, since 1913 there have been but few changes in the personnel of the operating department, and it is indeed with sadness that I speak of the men who have been called from our ranks since our former meeting. Mr. Charles Riley, former general superintendent of transportation, who made an address at our last meeting here, died suddenly, as did also Mr. E. A. Brown, assistant superintendent of the Ohio Division. Mr. Brown died on the eve of his promotion to the position of superintendent. These unfortunate losses from our ranks will continue, of course. Who knows what may happen to some of us before the next meeting. All of us should be prepared for whatever may come. And, having that in mind, surely we cannot afford to have other than generous thoughts for every one of our fellow employes, as well as others.

Today there lies ill in the hospital in Baltimore one of our superintendents, a very able man, a man of the highest moral courage, who has the respect of every one of us here and of thousands of others. I refer to superintendent C. L. French of the Cumberland Division, on whose division we are holding this meeting today. Mr. Galloway has just handed me a message from him, which reads as follows:

"Am with you in spirit. Hope outcome of meeting far exceeds any previous ones. Am fighting increased trainload of blood corpuscles. Think Wednesday did the work." (Applause)

The blood trouble which has come upon Mr. French is something the surgeons and physicians know little about. It may attack any of us at any time. In this case it attacked a man of fine physique, mentality and morals and he was stricken down with the disease, and there is considerable doubt as to his recovery. It seems that the only possible cure is through blood transfusion. When it was found that such an operation was necessary, Mr. French's brothers-in-law went to Baltimore and submitted to the blood transfusion operation. As such heroic treatment brought about improvement in the condition of superintendent French there was an immediate offer from fifty employes of the Cumberland Division to go to Baltimore and help save the life of their superintendent, and it must be remembered that blood transfusion is not an ordinary operation, as there is danger attendant upon both the patient and the man submitting to the transfusion operation. It seems to me that I could hardly cite a more fitting illustration of what I mean when I say "Baltimore & Ohio men for Baltimore & Ohio men." We are here together operating the property for the stockholders, each one striving for the same end, rank and file and officers, with but a slight difference between our titles and no difference between us as men. Should we not all have the same feeling toward each other as those fifty loyal employes of the Cumberland Division had for their superintendent? Let the greatest good fellowship prevail on Baltimore & Ohio Lines, and let each one of us do his part to bring this about.



# What They Thought of the Deer Park Meeting

We asked all the employees who attended the Deer Park Meeting to write what they thought of it for the Employees Magazine. The opinions of those who complied will be published in the order received in this and succeeding issues.

**I** LOOK upon our meetings at Deer Park as the most successful way in which to obtain exchange of opinions. At the June meeting various methods of construction, maintenance and operation were discussed, outside the regular sessions. The talks and discussions at the sessions are the means of bringing out clearly all the problems to be met. In no other way can so many employees obtain this information in such a short space of time. A book might be written covering everything that transpires at these meetings, and even then it would not do justice to the advantages obtained by "getting together" and "talking it over." Then again, the educational feature of the sessions should not be lost sight of. Without question every one in attendance went away with a determination to do something worth while between this and the next meeting. What we earn and spend judiciously should make a good showing, and that, added to what we have, must produce the best results, viz: "Efficiency with economy."

F. P. PATENALL,  
Signal Engineer,  
Baltimore, Md.

**M**Y impression of the Deer Park meeting is very clear.

1—The value of bringing the supervising heads of any large concern together so that they may know each other better cannot be overestimated. People who like each other seldom have friction.

2—Having the head of the department clearly outline his policy, his wishes for the coming year and why it is necessary to do some things otherwise hard to understand, makes it easy for each to do his full share.

3—This clear understanding tends to create well directed enthusiasm, for one realizes how important he is in the general scheme and he can better instill this enthusiasm into the minds of those under him. A man working on the line, and seldom seeing the management, often loses sight of his importance.

4—As a summary: The Deer Park meetings help the organization by bringing everyone closer together, and they reduce lost motion to a minimum by showing everyone a well defined goal. And with every man thinking and working along harmonious lines, we cannot help but attain the goal desired.

J. W. COON,  
Assistant to General Manager,  
Baltimore, Md.

**T**HIS meeting, and I have attended similar meetings at Deer Park, was one of the most impressive and instructive I have ever attended. The feeling of good fellowship, from the highest official to the lowest, was so noticeable that in my opinion it cannot have anything but a beneficial effect on our working conditions.

W. T. LECHLIDER,  
Superintendent Cleveland Division,  
Cleveland, Ohio.



SOME of the general impressions I obtained at the recent Deer Park staff meeting are as follows: 1st—The Baltimore & Ohio System is a first class machine for the manufacture of freight and passenger transportation. 2nd—Its efficiency as compared with other trunk lines of similar nature is high. 3rd—While it is the oldest railroad in the United States, it is the youngest in spirit and the most progressive in management. 4th—Its executive officers stand preeminent in railway management. Officers and employes are loyal to their Company and united in their efforts to obtain the best results at the least expense consistent with proper progress and maintenance. 5th—Future progress in the art of railroading will reveal methods whereby greater results can and will be obtained than those of the present.

J. H. DAVIS,  
Electrical Engineer,  
Baltimore, Md.

THE Deer Park convention afforded an excellent opportunity for the executives and officers of the different departments to state on the floor, the standards of operations desired. And the exchange of ideas as to the most efficient methods by which to reach such standards, was undoubtedly of considerable benefit to all present. From a social standpoint, the meeting seemed like a family reunion.

G. F. MALONE,  
Superintendent of Car Service,  
Baltimore, Md.

THE Deer Park meeting brought together employes of the operating and maintenance departments in a manner that permitted exchange of views and the discussion of subjects pertaining to the various departments and divisions. The result was that the accomplishments in the different departments were brought to the front in an enlightening manner and this in turn has started a keen rivalry for equal or better accomplishments. This, with the good fellowship, the cooperation and the earnest and intelligent discussion of the various subjects by those in attendance has been heralded enthusiastically all over the line, and the most favorable comment is constantly heard of the good brought about by the meeting.

C. W. GALLOWAY,  
General Manager,  
Baltimore, Md.

THE Deer Park meeting was one of the best that it has been my pleasure to attend. From every point of view it reflected credit on all concerned in its management. The order of exercises was well got up and the schedule strictly adhered to—all in line with the work of the officers in their respective lines of duty—"Everything on time."

Much praise is due our worthy third vice-president for the manner in which he conducted the meeting as chairman, and for the enthusiasm he stirred up by his personality. In an "official family" of this character it means much in results. It creates an esprit de corps which is as effective as the oiling of the machine, making it run more smoothly and with less friction.

The entertainment, consisting of singing by the Glee Club of the Baltimore contingent, the lecture on the Magnolia Cut-off by the third vice-president, and the lecture on the history of the Baltimore & Ohio Railroad, from the laying of the corner stone to date, which was so ably given by Mr. Lowes, assistant general passenger agent, helped drive dull care away after the day's work was done, and provided a most fitting ending to this very instructive meeting.

C. C. F. BENT,  
Vice-President, Staten Island Lines,  
New York, N. Y.

THE Deer Park meeting was the most interesting in matter of detail of any that we have had. The screen exhibition of the Magnolia Cut-off and also the pictures showing the progress from early up to present days, was most impressive and instructive. The work of the Glee Club was a surprise and delight.

C. SELDEN,  
General Inspector of Transportation,  
Superintendent of Telegraph,  
Baltimore, Md.

THESE meetings are undoubtedly productive of much good. They accomplish the greatest good because they give every one a chance to meet and know personally the man who is often at the opposite end of a business argument.

E. V. BAUGH,  
Superintendent Dining Car Service,  
Baltimore, Md.



A STRONG SEA BREEZE PROMISED US A SHARP 'BEAT' OUT OF THE BASIN



# Hauling a Trawl on the Bay of Fundy

By An Employe



I AWOKE with a jump as Captain John gave a couple of vigorous kicks on my bedroom door with his heavy leather boots. A fisherman's toilet is not a long one, and as I was to be a fisherman for at least that day, it took me but five minutes to throw on a pair of hip boots, corduroys and a flannel shirt, and with a sou'wester and oil skin under my arm, get down to the breakfast table. Mrs. Purdy turned long enough from her sizzling bacon to say,

"Well, Bobbie, see yur goin' a fishin'. Ef ye don't bring me home a mess o' young ma'ker'l I'll box yur ears. There now, sit down an eat them eggs an taters an bacon an drink that cup o' coffee, fer John ain't goin' to let you sit an look on today—aire ye, John?"

"No, sir, sick er well, y' got to help me haul in that trawl, sir," the Captain responded.

Breakfast over, we left Mrs. Purdy and hastened across the road and down the lane to the beach. The sun was just peeping over the long fir clad hills in the east, the air was chilly and bracing. The clouds of the day before had gone with the night's rain, big drops glistened on the salt grass, the sky was an incomparable steel-blue, and a strong sea breeze out of the west promised us a sharp "beat" out of the basin and, if the wind held, a quick run home.

I think I shall never forget Annapolis Basin as I saw it that morning, so inviting and impressive in its stillness, its gently-rolling surface flashing back the warming rays of the morning sun; and away—four miles to the west across the waters, the white houses of Granville

nestled at the foot of North Mountain, the bold gray cliffs at either side of the entrance to the basin, and not a sound but the soothing lapping of the water on the beach.

We had baited and coiled the trawls in their tubs the night before, so while I ran up into a fir grove and filled two jugs from a spring, Captain John put the trawls and our lunch into the dory. When I returned we pushed off and rowed out a quarter of a mile to the smack, again transferred the tubs and moored the dory. Captain John hoisted the main sail, I the jib, we let go our mooring and quickly got under way.

The run out was dead against the wind, but a strong ebb-tide helped us considerably and we made good time to the mile-long strait out of the basin. Here the famous Bay of Fundy sweeps in with tremendous force and causes dangerous eddys and whirlpools. So Captain John took the tiller, and, racing along with the tide, in spite of the strong head wind, we fairly flew past the high glistening cliffs on either side. I could easily believe the captain when he told me that it was impossible for a sailing vessel, in anything short of a gale, to enter the basin when the tide is ebbing.

As we went farther out into the bay, the waves became larger and every now and then we shipped a bucket of water. I thought it was quite rough and said,

"Captain John, isn't this pretty rough?"

"No," he said, "Bobbie, this is mighty ca'm to what I've seen it. Why, the day after that big storm we had last winter, Troop McClellan and I was out here ar'ter cod, the sun was shinin' just

as bright as she is now, but the waves was so big that trawls was no good, an' we was using single lines, an' I take my oath that when we was on the crest of a wave, every bit o' a schooner as big as that two-master you see comin' in thar was hidden in the trough of a wave. Sounds kind o' like it came from the States, don't it."

"Yes," I admitted good naturedly, "it does, but when a deacon and the bell ringer in the church says it, I must believe it."

We anchored ten miles off shore and started to set our trawl, a heavy line about two thousand feet long, with thinner lines a foot and a half long attached to it at intervals of two feet. A single hook is put on the end of each line and baited with herring. One end of the trawl is attached to an anchor rope and also to some kind of a float, generally a small tub. We let the anchor down until we felt her hug the bottom, then threw the tub over with the anchor holding it stationary, and with the end of the trawl attached to the tub, we sailed the boat a half a mile farther, the while playing out the line.



**Setting  
The  
Trawl**

I began to feel hungry by this time and although it was only, eleven o'clock, we ate a very appetizing lunch and sat down until it was time to haul up the trawl.

I amused myself by throwing herring up in the air to two birds that had hovered around the boat for over a mile, and that looked like undersized gulls. Captain John said they had the well deserved name of "Boobies," and that if I was quiet long enough they would try and get some herring out of the boat. And sure enough, one of the pair swooped down, lit on the basket not five feet from my seat, and flew off to his mate with two or three herring in his claws. They seemed unafraid of us and played around the boat all the rest of the afternoon.

Finally Captain John said it was time to see what luck we had had. I got a gaff, and as he hauled in the trawl I hooked the fish and threw them into the bottom of the boat. Strange to say, the first four I got were Mrs. Purdy's "ma'ker'l" (probably because mackerel swim in schools near the top of the water). After the mackerel, came cod, haddock,



pollock and a few sea trout and dog fish, until we had over three hundred fish in the boat, a good haul for that time of the year.

Our run home was delightful, straight before the wind, on a sea as smooth as glass, and after the heat of a July day was over. I greeted Mrs. Purdy, who had come down to the shore to meet us, with an impolite but defiant fling of her

four precious "ma'ker'l." She seemed surprised at our fine catch and said to Captain John, pointing to me,

"John, you'd better take him along with you again. Mebbe he'll keep on bringin' luck."

But the captain put his hands on his thighs, and said, with a hearty laugh,

"Yes, I'd keep him here all the time if he didn't ask so darn many questions."

## Reaching Men's Hearts Through Their Stomachs

### Dining Car Service Great Factor in Getting Business

*"We may live without poetry, music, and art;  
We may live without conscience, and live without heart;  
We may live without friends; we may live without books;  
But civilized man cannot live without cooks."*

**L**ONG BEFORE the social service workers in our large cities found that the way to reach most men's souls was through their stomachs, Owen Meredith penned the familiar four line verse which introduces this article. It occurs in his beautiful poem "Lucile," and enunciates gracefully the fact that well-prepared food is the one indispensable necessity of civilization. But in times more nearly our own, it has been the student of social conditions, the welfare worker in our city slums who has emphasized again and again the fact that an empty stomach is a poor foundation for religious teaching, and, *vice versa*, that a well-fed man is a sympathetic subject for moral regeneration.

The Baltimore & Ohio is, therefore, only following the dictates of experience when it tries so hard and so well to reach the hearts of its passengers through their stomachs. To say that the dining car service is the most important factor we have in getting and keeping first class passenger traffic would probably be an

exaggeration, especially when we consider how essential are the factors of safety and speed. But it is no exaggeration to say that the finishing touch to a perfect ride can be given in no other way quite so well as by a good meal. The passenger who has been well fed appreciates to the full the genuineness of our slogan, "Our passengers are our guests."

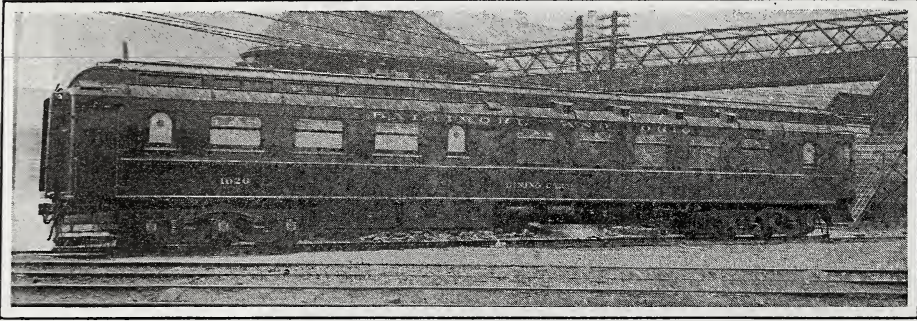
Our dining car department, is not one whit behind other branches of our service in their belief in and practice of "Safety First." In truth, in what phase of living is "Safety" more essential than in the preparation of the food which makes life possible! First, therefore, we find that every applicant for a position in this department undergoes a rigid physical examination by our doctors, before being admitted to the service. And this examination is repeated every two months in the cases of the employes who have anything to do with the handling of the food. Hence, it is not in outside appearance alone that our dining car employes set so high a standard, as all

who have occasion to use our trains at test, but also in the more important fundamental of health.

"Safety First" also dominates the buying of all our food. When you order some canned peas or beans or what not, on our trains, you may be sure that neither benzoate of soda nor copper sulphate

market affords. Garrett is a great butter center and we buy much of it there.

"Home cooking" on one of our menus, means just what it says—and it tastes quite as good as it sounds. It is difficult to do much of it on a dining car because of the limited facilities both in equipment and men. But to the limit of our



TRIM, HANDSOME EXTERIOR OF NEW STEEL DINING CAR

nor any other poisonous food preservative is included in the service. A casual examination of what is served will prove that all of the edibles covered by the Pure Food and Drug Act, come up to the high government standard prescribed therein. Each of our supply men has given us a written guarantee to this effect, and each consignment of canned or bottled foods is watched closely by our own inspectors to see that the guarantee is lived up to.

For all our service east of Pittsburgh our perishable food, including meat, vegetables, eggs, etc., is purchased from Baltimore commission houses. For the southwestern section, it is bought in Cincinnati. In both of these cities we have large storerooms. But in Pittsburgh and Chicago, where the amount of business is not so great, we buy our supplies from a concern which specializes in food of all kinds for the finest hotels, clubs and restaurants. In Wheeling and Garrett we also have some dealers in order to protect our service in case of running short in individual car supply. In the purchase of that delicious but extremely deceptive edible, creamery butter, our stewards are given a free hand so that they can always get the best the

ability we bake our own muffins, rolls and biscuits, and the plain pastry, such as puddings and pies. This may not mean much to you unless you have had some of our "green apple pie baked on the car." Then you will understand why we go to this extra trouble to tickle the palates of our guests.

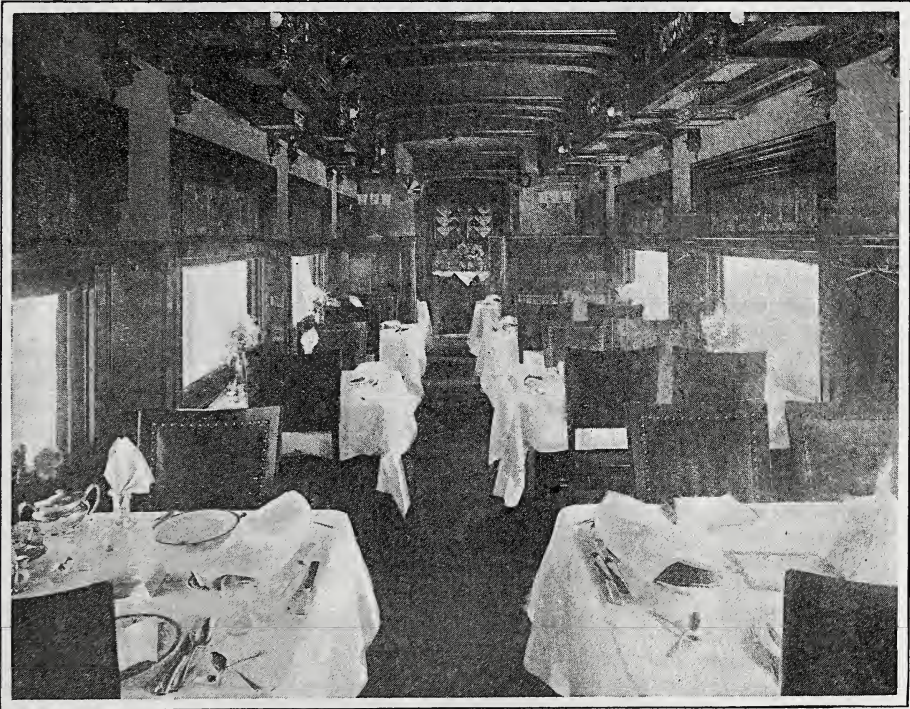
The Baltimore & Ohio steward is possibly the most responsible man of his calling on any railroad in the country. He is in absolute charge of his car. All supplies in equipment and food are checked against him. He must watch his men and be responsible for them. He makes out his slip of "Specials Today" for all his meals, the Company furnishing each steward a typewriter for this purpose. He uses his own judgment in the selection of dishes, choosing most of them from two voluminous cook books at his disposal. But, if he goes to the Waldorf or the Ritz-Carlton or the Blackstone, and he finds a particularly delicious new dish, he is at liberty to serve it on his car. Each of his "Special Today" slips are approved by the home office, but this is more for record purposes than to interfere with his judgment. The permanent printed menus and the prices,—these are



the only two things supplied him by the home office. His menus are watched closely, of course, and he is always glad to get suggestions to make them more attractive; for instance, if a new way of serving fruit comes into vogue, or if some particular edible is especially plentiful and delicious, he is reminded of the fact. And the best stewards can easily show their superiority by the way they get up their "Special Today" slips, the way they utilize their supplies, not only for good service, but for economy, etc.

Next to the steward, the chef is the most important person in the dining car

erally assigned by the chef or first cook, as he is sometimes called. Usually, however, the second cook has charge of the preparation of certain kinds of food, while the third cook cleans the kitchen, ices the refrigerators, keeps the fires up, washes the dishes and does the many little chores necessary to a good, clean, culinary organization. The promotion policy of the dining car department is that of the railroad in general, namely, to keep our own men in the service by advancing them to better positions. Hence, most of our present chefs started as third cooks and have advanced



THIS INVITING INTERIOR LOOKS "GOOD ENOUGH TO EAT"

crew. He is responsible for the preparation of the food, the condition of the kitchen and the general attractiveness of the dishes. The most important items of food he cooks himself and anyone who has eaten often on a dining car knows how the preparation of the food can either make or mar a meal. The duties of the second and third cooks are gen-

by merit. Usually when they are promoted they are moved to a new car, so as to have a fair start with the new waiters and cooks working with them.

The dining car kitchen can best be described as "much in little." In the accompanying picture in the lower left hand corner is the roasting oven with the flat stove for frying and boiling above it.



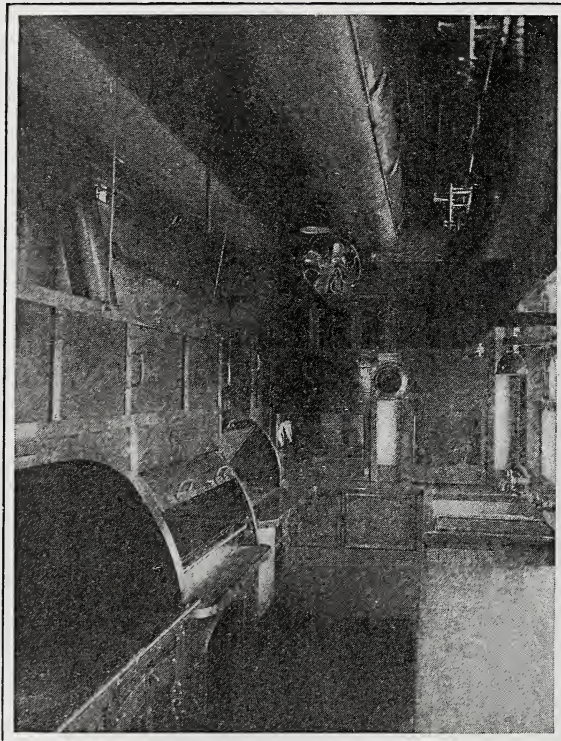
Next to this is the thirty-six-inch broiler for steaks, chops, etc., underneath which is the coal bin, where charcoal and hard and soft coal are kept; the first for the broiler, the second to use in terminals, where a minimum of smoke is desired, and the third for use on the road. Next to the broiler is the steam oven, where all roasts are kept, savory and juicy, for the table.

Beyond the broiler is the soup tureen, the edge of which can just be seen and above it, the coffee urn. The large compartments running along the middle left side of the picture are the warming cupboards for platters, and all service dishes. On the near right hand side are the refrigerators and next to them the sinks. The window in the right center is where the soiled dishes are put through after service, and all freshly prepared hot food goes through the window in the left center. Back of this window is the pantry, where iced foods such as shell fish, relishes and salads can be kept for quick service. Almost in the center of the picture can be seen the speaking tube and several feet below it, another cupboard for warming individual service plates, cups, saucers, etc. The big water tanks are just below the ceiling of the car and particular attention is paid to ventilation with electric fans and the large ventilators on the upper right and left.

Such is the organization of a dining car kitchen, described in detail not so

much because of its interest or because it will be long remembered, as to show how well the small space is utilized, and how carefully planned and well arranged is the equipment. There is practically nothing in the line of food that cannot be prepared in this little kitchen quite as well as it can be in a hotel kitchen covering an acre of space. The experience and testimony of our passengers is proving this every day.

Each regulation dining car carries three waiters, one of whom has charge of the pantry, one of the linen and silverware, and the other of the cleaning of the car enroute. These duties, of course, are in addition to their regular table service, which, from the standpoint of attracting passengers, is by far the most important part of their work. All waiters are on an equal footing in a



STANDARD DINING CAR KITCHEN

dining car, the guests being assigned to them without preference. Some of our regular patrons have their favorite waiters, however, and a steward is usually glad when a passenger favors a waiter, for he then knows that the passenger will be satisfied.

Whenever one begins to discuss railroad service, he is prone to say that there is no more important person in the service (considered particularly from the viewpoint of securing new passengers) than this one or that one. And by the time one gets through with all the employees



involved in the branch of operation under discussion, he has, as a rule, at least considered, if not mentioned, each employe as the most important link in the chain of service with which we hold the patronage of the public. This simply goes to show how really cooperative this great transportation business is,—how the action of each individual looms up in its importance when we attempt to analyze it as a strong link in the chain of service.

In the dining car department, however, the writer subscribes unequivocally to the fact that the waiter is the most important factor in the service. There is nothing which will spoil a meal so surely as an officious, impertinent, disagreeable or incompetent waiter. On the other hand, a poor meal will take on the flavor of a feast if served by a competent, considerate and genuinely nice waiter.

Fortunately, we have many such, and it is a real pleasure to know them as Baltimore & Ohio employes, engaged, as all of us should be, in an honest endeavor to increase our business by giving good service.

The waiter's job is not a cinch. As a rule, he is a reasonable fellow, anxious to please, if only because it is nicer to be pleasant than unpleasant. He meets some pretty "tough customers"—people of peculiar tastes and bad digestions, who

have to be handled carefully. But that is all the more reason why he should be diplomatic and careful to see that his service is as nearly perfect as possible. What a delightful and helpful thing it would be if every Baltimore & Ohio waiter would greet each of our patrons with a smile like the expansive one which makes the colored fellow in "Cream of

Wheat", advertising so attractive! That is a genuine smile,—cordial yet dignified. It means real hospitality, and if we can multiply it in the persons of our own waiters, it will add tremendously to the attractiveness of our service.

Our dining car department has two large store rooms, one at Baltimore and the other at Cincinnati. All cars are stocked two or three times a month with canned and bottled goods. Perishable food is put on every day at Baltimore,

Chicago, Cincinnati, Pittsburgh, Wheeling and Garrett, and must be handled expeditiously and carefully to prevent spoilage.

Special movements requiring meals always challenge the utmost that our dining car service can give. The quality of the food is the same as that in our regular train service—it cannot be better—but it is more varied and special dishes are featured. For instance, on the special train carrying the Poor Rich-



E. V. BAUGH  
Superintendent Dining Car Department



ard Club of Philadelphia to the Advertising Convention at Chicago in June, the menus for the day, enroute, were viz:

### BREAKFAST

STRAWBERRIES AND CREAM  
 CREAM OF WHEAT  
 BROILED CHESAPEAKE BAY MACKEREL  
 HAM AND EGGS, COUNTRY STYLE  
 BROILED LAMB CHOPS  
 POACHED EGGS ON TOAST  
 POTATOES—FRENCH FRIED OR HASHED BROWN  
 HOT ROLLS      WHOLE WHEAT MUFFINS  
 COFFEE      TEA      COCOA

### LUNCHEON

CLAM CHOWDER  
 RADISHES      GHERKINS  
 BROILED CHESAPEAKE BAY BLUE FISH, ANCHOVY BUTTER  
 FRIED CHICKEN, MARYLAND STYLE  
 ROAST LEG OF LAMB, BROWN GRAVY  
 POTATOES IN CREAM      STRING BEANS  
 PINEAPPLE SALAD  
 ICE CREAM      ASSORTED CAKE  
 EDAM CHEESE      NEUFCHATEL CHEESE  
 TOASTED CRACKERS      SALTINE WAFERS  
 COFFEE

### DINNER

LITTLE NECK CLAMS  
 QUEEN OLIVES      YOUNG ONIONS  
 SOUP—VEGETABLE  
 BOILED CHESAPEAKE BAY ROCK FISH, HOLLANDAISE SAUCE  
 POTATOES, NATURAL  
 CHESAPEAKE BAY SOFT SHELL CRABS, TARTAR SAUCE  
 PRIME ROAST BEEF, NATURAL  
 BROWNED POTATOES      GREEN PEAS  
 LETTUCE AND TOMATO SALAD  
 ICE CREAM      ASSORTED CAKE  
 ROQUEFORT CHEESE      CANADIAN CHEESE  
 SALTINE WAFERS      TOASTED CRACKERS  
 COFFEE

More attractive meals could scarcely be served, and the members of this club—one of the most influential advertising clubs in the world—were unanimous in their praise of them. The appearance of our cars is always improved on these special movements by having our waiters dressed in white from head to foot—white collar, tie, shirt, coat, trousers, socks and shoes.

If you want to find out the efficiency of a department, find out how the em-

ployes like the "boss." In other words, if you would like to know what a really splendid dining car department we have, ask any of his men what they think of E. V. Baugh, superintendent, and you won't be disappointed.

Mr. Baugh has been with the road since 1899. His job is his hobby, as it should be. He is conceited about it and admits it. He says that he can give any record of dining car expense or performance for the last sixteen years—if asked in his office, invariably; if on the road, in ninety-nine cases out of a hundred—and he can. He believes that a man ought to love his work to get the best out of it, and he is right. At the Deer Park Operating Convention, third vice-president Thompson said that the only reason Mr. Baugh held his position was because we couldn't find a better dining car superintendent. That should be enough praise for any man.

We now have twenty-five standard dining cars, twelve parlor cafe cars, three cafe coaches and three grill cars in service. In the month of August the department numbered three hundred and seven men. John Phillips is assistant superintendent at Baltimore, and R. H. Wilson at Cincinnati. D. A. Galinaria is a traveling conductor in name, but is actually assistant superintendent of the Pittsburgh District. W. W. Williams is inspector of service, and John Weise is traveling chef.

Mr. Baugh is a great believer in individual initiative and he gives his men as free a hand as possible in their work. That they know how to handle difficult situations is well illustrated by an incident that took place in the blizzard of the winter of 1913-14. Train No. 524 was stalled about half way between Philadelphia and New York, and the steward, equipped to serve a table d'hôte dinner to a limited number, was suddenly called upon to take care of a train full of hungry people for dinner and breakfast. He was miles from a station or store, but only a short distance behind a stalled fast freight. A little investigation showed that there was a quantity of groceries and refrigerated meats on this train, and a message to Philadelphia brought permission from the trainmaster to ap-

propriate whatever of these edibles was necessary. Hence, through the initiative of the steward and the generosity of the road, our passengers were really made our guests, and though unavoidably delayed by the storm, undoubtedly left our train with a splendid opinion of our service. Instances like these could be multiplied, as in the great floods in the middle west in 1913, when all of our delayed passengers were fed at the expense of the road.

Mr. Baugh can best tell us in his own words some of the reasons he has such a loyal corps of men. He says:

"I don't believe in discharging an employe if I can possibly make a man out of him. It is far better to try to bring out the good in him, to appeal to the better side of his nature, even to the extent of asking him if he is doing right by his family, in an endeavor to keep him straight, than summarily to dismiss him.

"It doesn't pay to reprimand an employe publicly. It hurts him unnecessarily and breeds resentment. It is far better to take him off to a quiet spot and reason with him as a friend. To swear at an employe is unfair, because he has the same right to swear back and can't do it because of his subordinate position. But, worse than that, it is ungentlemanly, coarse and useless. Nor does it promote politeness in a department in which this virtue is held at a premium.

"No steward has left us who has not wanted to come back. Only two of them have left without trying to get back. And I think that this applies to practically all other employes of the department.

"There is one other thing that I want to emphasize, namely, that I have the

best support of any transportation catering superintendent in the world, both from the management and from all of my subordinates. And I want to give full credit to the latter for their share in making our department standard as high as it is."

Mr. Baugh is a great believer in his men, so he calls on them often to help him. When expenses need to be reduced, a courteous letter goes to each steward outlining what has to be done and asking for a favorable and prompt reply. Other letters request the opinion of his men on the service or ask for suggestions for its betterment. Others mention the dozens of items which need to be looked after, remind the stewards that these items are being watched and express the hope that the showing in each particular may be improved. For instance, the cost of kitchen utensils in 1914 was \$673.69, of crockery and glassware, \$5520.83, of silverware, \$283.08, and of linen \$9651.80. And it is just as much a problem with Mr. Baugh how to use his table linen economically as it is for our fuel supervisors to get every pound of revenue-producing steam they can out of a ton of coal.

The head of any progressive department on the railroad will tell you how much he values honest criticism by employes. Mr. Baugh is one of these. He thinks that the employes who use the dining cars are the best possible critics of the service and he would like to hear from them. We believe that ours is the best dining car service in the country. Let us keep it in that position by sending in our suggestions to this department, which is doing so much to brighten the name and increase the fame of the Baltimore & Ohio.

## Employes Please Note

About 75 stereopticon slides, which have been used by the General Safety Committees to illustrate their Safety talks and lectures, have been misplaced. Anyone knowing the disposition of these slides will confer a favor by notifying the Editor.



# The Relief Department

## Its History and How It Provides for Employees

By S. R. Barr, Superintendent

**W**ITH the view of enlightening a great number of persons who have entered the service in late years, and who have only a limited knowledge of the Relief Department, its objects, aims, methods and accomplishments, it is thought that the best way to convey this information is through the medium of the EMPLOYEES MAGAZINE. Not only the new members, but perhaps a majority of the old ones, have but imperfect ideas, and many of these ideas are erroneous and misleading. While each member is supplied with a copy of the Regulations, very many do not read them at all, and it is most astonishing to learn of the misapprehension obtained by those who do read them.

As long ago as 1846, or thereabout, the necessity for such an institution was recognized, and the Company was petitioned to adopt some method of providing in a systematic manner, for those who, in the performance of their duty, became incapacitated, either partially or wholly, from injury, disease or old age, from earning a livelihood. Several efforts were made from time to time to meet this situation, but it was not until 1880, upon the return of Mr. Robert Garrett, then a vice-president of the Company, from Europe, where he was much impressed with the value of the English Friendly Societies and other similar institutions throughout Europe, that he earnestly and vigorously took up the subject, resulting in the establishment on May 1, 1880, of what was then known as The Baltimore & Ohio Railroad Employees Relief Association. This was the first institution of its kind in the western world. In 1882 it was deemed wise to obtain a charter from the Legislature, and this was done, the title being changed to The Baltimore & Ohio Employees Relief Association.

At a subsequent session of the Legislature (1887-1888) an effort was made to amend the charter in such a manner as to practically necessitate the winding up of its affairs. To prevent this, it was agreed to accept from the Legislature a repeal of the charter, with the result that the present department was launched on March 15, 1889.

The organizations referred to above were, as is the case with most original efforts of this and other kinds, very crude and inadequate; but as time went on many improvements and new features were added until it arrived at its present form. The object sought to be accomplished was to improve the relations between the Company and its employees by making provision in a systematic manner for the relief of those who met with misfortune. In 1882 the Savings Feature was added, by means of which deposits of savings could be made, the safety of which was absolutely guaranteed by the Company; the sums so deposited are loaned to employees upon the most advantageous terms for the purpose of providing themselves with homes. In 1884 the Pension Feature was added to provide for those who, by reason of age or infirmities, were no longer able to earn a livelihood.

The Relief Feature was supported by the contributions of its members, donations from the Company and the income derived from investments. To start the organization off on a sound basis, the Company donated \$100,000 to its fund, and in addition thereto contributed annually \$16,675 for the physical examination of applicants for membership, and other purposes. The Company agreed to make good any deficiency in any one year arising from the operation of the depart-



ment, and if in any one year there was a surplus, it was added to the Department's fund and not used to repay any deficiency contributed by the Company.

The Company holds through its Treasurer all the funds of the Department (in trust for the Relief Department), and pays interest at the rate of 4 per cent. per annum on the monthly balances of cash in its hands to the credit of this feature. The Company also furnishes at its own expense, office room and furniture, not only for the headquarters force, but for the numerous medical examiners and officers located along the line of the road. It gives the services of its officers and agents, and the use of its facilities in every way these can be utilized to advance the interests of the Department. The Company also guarantees the true and faithful performance of all the obligations of the Department in conformity with the Regulations.

All persons entering the service, excepting those whose occupations are not likely to expose them to the risk of injury, such as clerks, telegraphers, etc., are required to become members of the Department and to enter such class as would insure the receipt of practically half wages in case of disability. Greater compensation than that receivable from the classes to which their wages assign them can be obtained if desired.

The contributions of members are graded according to their monthly rate of pay and the hazard of their occupation. Membership is divided into two general classes: What is known as the first class consists of those engaged in the operation of trains and rolling stock, and the second class of those not so engaged. These are further subdivided according to their monthly pay as follows:

Class A. Those receiving not more than \$35.00 per month.

Class B. Those receiving more than \$35.00 and not more than \$50.00 per month.

Class C. Those receiving more than \$50.00 and not more than \$75.00 per month.

Class D. Those receiving more than \$75.00 and not more than \$100.00 per month.

Class E. Those receiving more than \$100.00 per month.

The monthly contributions of these classes are shown in the following tables:

#### FIRST CLASS.

\$1.00	\$2.00	\$3.00	\$4.00	\$5.00
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#### SECOND CLASS.

\$ .75	\$1.50	\$2.25	\$3.00	\$3.75
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Employees who are not exposed to accidents in the service above referred to may, if they wish, insure against death only, or against sickness and death only. The contributions for the sick and death benefits are at the rate of 25 cents per month for each such benefit of the lowest class. No contributions of any kind are required by a member while he is on the sick list, excepting for any additional natural death benefits that may be held. The following table shows the contributions and benefits of the several classes:

RATES OF CONTRIBUTIONS PER MONTH	A	B	C	D	E
First Class....	\$ 1.00	\$ 2.00	\$ 3.00	\$ 4.00	\$ 5.00
Second Class...	.75	1.50	2.25	3.00	3.75
Entitling to benefits:					
For accidental injuries per day, not including Sundays and legal holidays:					
First 52 weeks.	.50	1.00	1.50	2.00	2.50
After 52 weeks.	.25	.50	.75	1.00	1.25
For sickness per day, not including first 6 working days, Sundays or legal holidays:					
For 52 weeks..	.50	1.00	1.50	2.00	2.50
After 52 weeks.	.25	.50	.75	1.00	1.25
In the event of death from accidental injuries.....	500.00	1000.00	1500.00	2000.00	2500.00
Natural causes.	250.00	500.00	750.00	1000.00	1250.00

The benefits for disability resulting from accidents or sickness are paid at full rates for the first fifty-two weeks, and at half that rate during the continuance of the disability, no matter how long it may last.

Any member of the service under fifty years of age, who can pass a satisfactory medical examination, may enter a higher class than that to which his pay assigns him, provided his total insurance does not exceed five times that of the lowest

class. When a member leaves the service he may retain the natural death benefit he carried while in the service, by the payment of twenty-five cents per month for each such benefit.

In case of accidental injury the member is provided with free surgical or hospital attention as long as may be required. In the event of his losing an arm or leg, he will be furnished with an artificial one and renewals thereof whenever necessary. Should he lose an eye, an artificial one will be provided. Should he suffer damage to his teeth, they will be replaced, and whenever it is necessary for him to wear a brace or any other appliance, it will be furnished. There is no additional cost to a member for any of these appliances.

Members receive further benefits from the Company's rule requiring that every member entering the service shall receive a thorough physical examination. This examination is made not only to determine the man's physical condition, but his mental and moral fitness, so that it must be comforting to those in the service to know that the new men employed are not color blind and that they are men strong of body, quick of vision, clear of brain and with some sense of their moral responsibility to help him avert or minimize the effect of threatening danger. The Department, besides insuring a member's life, insures the safety of his life as far as may be.

First aid corps are established at every point where any considerable number of men are employed, and are composed of men who have been thoroughly drilled by the examiner and surgeons in the methods of giving preliminary relief to the sick and injured. Many lives have been saved through this medium.

Perhaps an illustration would make all this look clearer. The trainman whose earnings require him to insure in Class D will pay contributions of \$4.00 per month. A shop man or other employe not engaged in handling trains, whose rate of pay also places him in Class D, would be required to pay contributions of \$3.00 per month. If disabled by accidental injuries received while in the discharge of duty, he would receive \$12.00 per week for fifty-two weeks, commencing with the

day the accident occurred. After fifty-two weeks and as long as total disability continues, he will receive half-rate benefits of \$6.00 per week. The same benefits are payable in cases of disability from disease, the only difference being that payments do not commence until the second week of disability. In either case the member is not required to pay contributions or premiums after the month in which he last earned wages and during the entire time he is receiving benefits, and his life insurance is maintained without cost to him, excepting for such additional natural death benefits as he may hold. The death benefit in such a case would be \$2,000.00 for death occurring within twelve months after the accident, or \$1,000.00 if it occurred after the expiration of twelve months, or was the result of natural causes. If, as the result of the accident, he loses a leg or an arm or an eye, he is furnished with an artificial one at the Department's expense. Whatever surgical or hospital attention is necessary is rendered without cost to him. He would be entitled, upon obtaining the age of sixty-five years, to a pension of \$1.00 per day during life, to which sum is added a premium based upon the length of his membership in the Relief Department. If, for instance, he has been a member for thirty years, he would get 20 per cent. additional, or \$1.20 per day. Thus it will be seen that provision is made at only a nominal cost to the member for his care and support during disability and for those depending upon him in the event of his death. In addition to this, through the donations of the Company, he is assured of an income, when, after long and faithful service, he is compelled to cease work by the infirmities of advancing age.

It may be interesting to state that from May 1, 1880, to May 31, 1915, the Department has paid out for—

Accidental injuries.....	\$ 4,112,671.53
Natural sickness.....	6,106,297.13
Accidental death.....	4,156,941.22
Natural death.....	5,006,055.53
Surgical expenses.....	573,548.11
Artificial limbs.....	40,716.50
Total.....	\$19,996,230.02

The life insurance carried by the members of the Department amounts to \$40,608,250.00.





# EXHAUSTS

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## A Cellar Supply

The manager of a certain store on Broadway who is forever and ever nagging at his clerks because of what he calls their indifference in the matter of possible sales, one day heard one of his clerks say to a customer: "No, we have not had any for a long time." The proprietor, unable to countenance such an admission, began to work himself into the usual rage. Fixing a stern eye on the clerk he said to the customer:

"We have plenty in reserve, madam; plenty downstairs."

Whereupon the customer looked dazed; and then to the amazement of the proprietor, burst into laughter and quit the shop.

"What did he say to you?" demanded the proprietor of the clerk.

"We haven't had any rain of late."—*T. N. Miranda.*

## Corralling the Engine

"Can you run an engine?" asked Pat, a roundhouse attendant, of the yardmaster.

"No," he answered. "Can you?"

"Can Oi run an engine!" sniffed Pat in derision. "If there's anything Oi'd rather do all day long it is to run an engine. Huh, can Oi run an engine!"

"Suppose," suggested the yardmaster, "you get up and run that engine into the house."

"All right, Oi'll do that same," Pat bluffed, and he climbed into the cab, looked the ground over pretty well, spat on his hands, grabbed the biggest handle and pulled it wide open. "Zip!" she went into the roundhouse. Pat saw the bumpers ahead, and, guessing what would happen reversed the lever clear back. Out she went—in again—out again. Then the yardmaster yelled, "I thought you said you could run an engine!"

But Pat had his answer ready. "Oi had her in three times. Why didn't you shut the door?"—*Baltimore Trolley News.*

## Mistaken Kindness

"It was a case of mistaken kindness," said Judge Stephen McK. Harris, in an address in Denver.

"The man thought he was protecting a counterfeiter, but, as a matter of fact, he was proving that he had once been a counterfeiter himself.

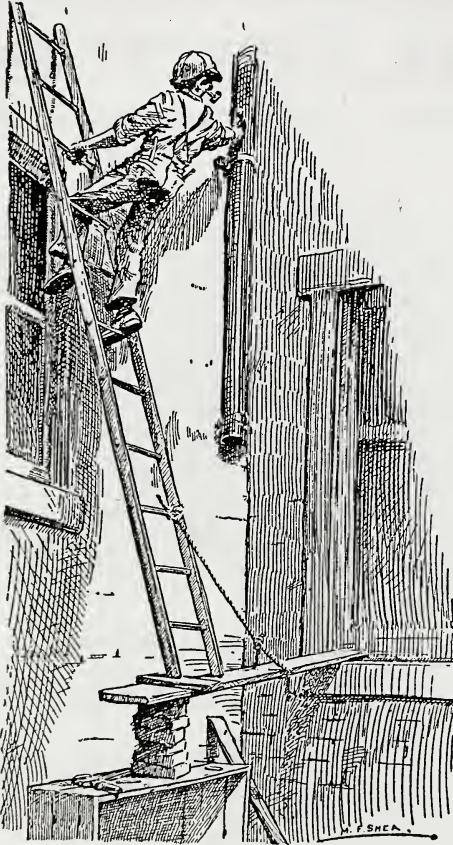
"It reminds me of the young lady sociologist who went to see a white slave play in New York. She was separated from her companion, another young lady sociologist, by two rows, and, thinking that the man next to her was alone, she decided to ask him to change seats with her friend, so that they would not be separated.

"With a sweet, demure smile, therefore, she laid her little hand lightly on the man's arm and said:

"I beg your pardon, but you are alone, are you not?"

"The man, a stout, red-faced chap, put his hand up to his mustache and whispered out of the corner of his mouth:

"Cheese it, kiddo; the wife's next me here.'"—*N. Y. Tribune.*



*Courtesy of Judge.*

Should This Man Fall it Would be Hard to  
Convince Him it was not Due to  
His "Bum Luck"

### Overheard

"Tinker has placed an old railroad sign, 'Stop, look and listen!' at the entrance to his driveway."

"What's the idea?"

"His wife is running the touring car."

—*Judge.*

### A Woman's Instinct

Will and Mary had been busy courting for over two years, meeting every night in Hope Street, Glasgow. About a fortnight ago Will, in parting with his beloved, made the usual remark:

"I'll meet ye in Hope Street tomorrow night. Mind and be punctual."

"Deed I will, lad," replied Meg, with a merry twinkle in her eye. "We hae met noo a lang time in Hope Street, an' I was jist thinkin' that it was high time we were shiftin' oor trystin' place a street farther along. Whit wad ye say to Union Street?"—*Exchange.*

### Sized Up

Mrs. Crawford—What makes you think that she knows her husband thoroughly?

Mrs. Crabshaw—Because she can tell exactly how much money to take out of his pocket without his missing it.—*Judge.*

### An Expensive Lesson

"Now, Thomas," said the teacher severely, "how many times must I tell you not to snap your fingers? Put your hand down and presently I'll hear from you."

Five minutes later she said: "Now, then, Thomas, what was it you wanted to say?"

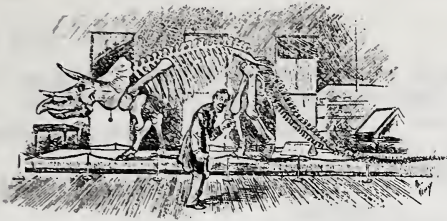
"There was a man in the entry a while ago," said Thomas serenely, "and he went out with your new silk umbrella."—*Christian Advocate.*

### Correct Calling Cards

"Perplexed Dorothy" wants the editor of the woman's page to state what are the correct calling cards this season. The proper ones, Dot, are the same as they've always been, namely: Full houses, fours, flushes and straights.

—*Baltimore Trolley News.*





### SOME SWISH

TERENCE: I'd hate to be about that la-ad in fly-toime.

—Courtesy Puck.

### Astronomy vs. Art

Professor—Has anything ever been discovered on Venus?

Student—No, sir, there has not, if the pictures are correct.—*Judge.*

### The Critic Scores

A certain playwright was much annoyed by the uncomplimentary notice the critic of a daily paper gave to his latest play—which, by the way, turned out a gruesome failure. Happening to meet him a few days later, the playwright remarked, with much irritation, that, although said critic was adept in picking out the faults in other people's plays, he was quite incapable of writing a play himself.

"You are quite right," the critic replied; "neither can I manufacture beef, and yet I am a better judge of beef than any bull in the world."—*T. N. Miranda.*

"My wife kisses me evenings when I get home late."

"Affection?"

"No; investigation."—*Exchange.*

### The Hallmarks of Station

Roly—Is your's a select neighborhood?

Poly—I should say it was! On one block we've six limousines, four Pekinese pups and one baby carriage.—*Judge.*

### Misinterpreted

Suffragette—Oh, if the Lord had only made me a man!

Widow—Perhaps He has, dear, but you haven't found him yet.—*Judge.*

### A Literary Family

Pauline writes stately sonnets,

Bill writes the sporting news,

While Jane, of turn domestic,

Descants of soups and stews.

Ma writes in words of wisdom

Of household cares that vex;

But dad, with tastes plebeian,

Writes out the family checks.

—*Judge.*

### The Sins of the Father

Tommy came home from school very morose.

"Well, my son," observed his father cheerfully, "how did you get on at school today?"

Tommy said that he had been whipped and kept in.

"It was because you told me the wrong answer," he added. "Last night I asked you how much was a million dollars, and you said it 'was a hell of a lot.' That isn't the right answer."—*Exchange.*



### ILL-TIMED

FIRST OFFICE-BOY: Well, did you ask your boss for a raise, right after his lunch, as I told you?

SECOND OFFICE-BOY: Yes; and I got fired! He'd forgot to take his dyspepsia tablet.

—*From Puck.*

### Kelley's Easy Job

When J. C. Kelley, advertising agent at Cincinnati, started to work for the railroad, a man met him and asked him what he did for a living.

"I work for the Baltimore & Ohio," said Jake.

"What kind of a job have you got—do you sell tickets or handle baggage?"

"Oh, I've got a better job than either of those," said Jake; "you know the man that goes alongside of the train and taps the wheels with the hammer, to see that everything is all right? Well, I help him listen."

Railroad Attorney—"You are sure it was our Flier that killed your mule? What makes you so positive?"

Rastus—"He dun licked ebervy other train on de road."—*Balto. Trolley News*.

### The Root of All Evil

A medical student asked a famous surgeon:

"What did you operate on that man for?"

"Two hundred dollars," replied the surgeon.

"Yes, I know that," said the student. "I mean what did the man have?"

"Two hundred dollars," replied the surgeon.—*Outdoor Life*.

### Boiling it Down

"What's the fuss over there in that corner?"

"Lady sending a telegram."

"I know that. But why the facial contortions?"

"She's trying to tell her husband what she thinks of him in ten words."—*Judge*.

### SOMEONE IS ALWAYS TAKING THE JOY OUT OF LIFE



—Courtesy New York Tribune.



# Mechanical Life of Ties as Affected by Ballast

By Earl Stimson  
Engineer Maintenance of Way

Paper presented at the annual convention of the American Wood Preservers' Association, Chicago, January 29, 1915. Observations of service conditions as to mechanical wear of ties by working in broken stone ballast and by the rasping action of sand, fine gravel and other materials on ties at rail seats.—*Reprinted from Railway Review.*

**T**HE wooden cross tie, transmitting the heavy axle loads from the rail to the ballast, is subjected to mechanical wear not only from the action of the rail on top of the tie, but also from the action on the sides and bottom of the tie of the ballast which supports it. The most familiar causes of the deterioration which makes necessary

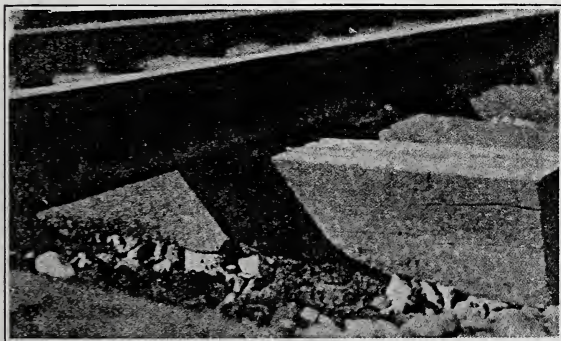


FIGURE 1  
Wear on bottom edges of tie by frequent tamping; tie in service three years

the removal of the ties from the track are, decay, splitting, mechanical wear under the rail, spike killing, burning due to dropping coals from locomotives and damage by wrecks. While the influence of these factors is felt on all classes of track from isolated sidings to the highest type of main track, tie destruction from

mechanical wear of ballast seldom occurs to any appreciable extent except in occasional stretches of crushed stone, or other forms of hard ballasted tracks where a soft roadbed or a sink requires continual raising of track and tamping of ties in order to maintain good track surface. The wearing away of ties by ballast is the result of tamping the ballast under the

tie and the action of the tamping tool striking the side and edge of the tie rather than the action of the tie bearing upon and working in the ballast under train loads. There is but little mechanical wear due to the tie working in the ballast. After ties are first put into the track and tamped to surface on hard ballast, the necessity for retamping to surface and consequently the wear of the ties by ballast depends largely upon the nature of the sub-grade. Good surface and sub-surface drainage usually insures solid roadbed, where the normal bearing value of the material qualifies it for heavy

loading. Where such conditions prevail, track surface is maintained with a minimum amount of tamping and the mechanical effect of the ballast on the ties is negligible. Wet cuts and fills, roadbed sinks and side hill slips produce conditions from which the track as a whole suffers. They are responsible in the

majority of cases for bad surface and alignment and can, therefore, be said to be the underlying cause of tie deterioration from mechanical wear of ballast. Such conditions are usually local and limited in their extent over any stretch of track,

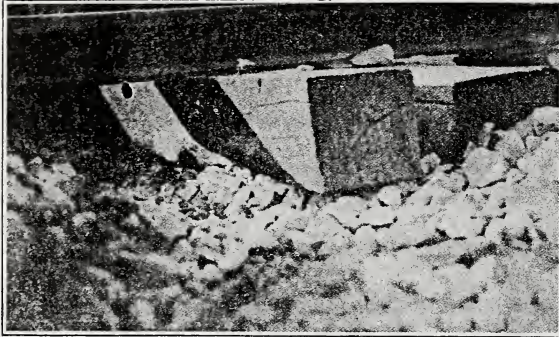


FIGURE 2

Wear on bottom edges of tie by frequent tamping; tie in service three years

and the total mileage of roadway involved comprises only a small percentage of the total roadway of any railroad system. The removal of the cause and the restoration of the stability of the roadway in many cases involves heavy expense, for which reason the conditions are often allowed to remain, making necessary the continual employment of forces raising the track and tamping the ties to surface. Thus the roadway conditions are responsible for the excessive tamping and wearing away of the ties. As this does not involve a relatively large number of ties, and as usually the prevention is quite difficult and expensive, to some extent, this excessive track maintenance and consequent tie wear from ballast will inevitably exist as long as wooden ties are used.

Ties which are removed after service in hard ballasted track are found to be pitted or indented on the bottom and sides from contact with the stone or other ballast material. These indentations in the tie are a valuable factor in holding

the track in line and surface as long as they are not increased by frequent tamping. The continual tamping of the ballast under the tie soon rounds off the edges of the ties, leaving little or no flat bearing surface for support. When this happens the tie acts as a wedge and tends to force the ballast out into the cribs instead of receiving full support from it. This is illustrated in Figure 4. It typifies the worst conditions. However, a tie seldom becomes rounded to this extent throughout its entire length. Figures 1 and 2 show open cribs and the worn edge of ties inside and outside of the rail. It is to be noted that the greatest wear occurs from 6 to 8 inches either side of the rail and practically none directly under the rail.

In track maintenance the best practice is to tamp the tie for its full bearing upon the ballast outside of the rail and for an equal distance inside of the rail. In spite of close supervision, however, this is not always done, but instead the trackman expends his efforts toward

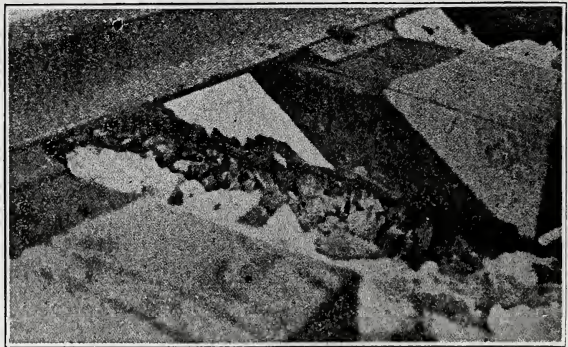


FIGURE 3

Pine tie three years old on a sink in ballasted track showing effect of frequent tamping

tamping up solid as near the rail as he can work with a tamping pick. This wears off the edge of the tie for some distance each side of the rail and leaves a short unworn edge directly under the rail.



When a tie becomes rounded on the bottom at the most essential tamping point and becomes difficult to maintain to surface, it is then found more economical to replace it with a new tie having a flat bottom that will necessitate less

the different kinds of wood. Hard wood ties of tough texture withstand the action of the rail cutting and of excessive tamping much longer than ties of soft wood. It has been observed that these ties which are most durable under the mechanical wear of the rail also last longer under the wear of ballast; for instance, white oak, chestnut oak, black walnut, maple and beech are more suitable than yellow pine, fir, catalpa, cedar and redwood.

Here it is important to mention the extent to which some forms of ballast increase the abrasive action of the rail upon the tie. Granulated slag, gravel, cinders, chatts and other forms of ballast carrying fine gritty particles contribute largely to the rapidity of the abrasive action between the rail and the tie or between the tie plate and the tie, thus greatly accelerating the mechanical wearing away of the wood.

It has been observed that the cutting of the rail into the tie is much greater where the fine ballast is used than where coarse hard ballast is used. This trouble has been largely overcome by use of flanged bottom plates which become

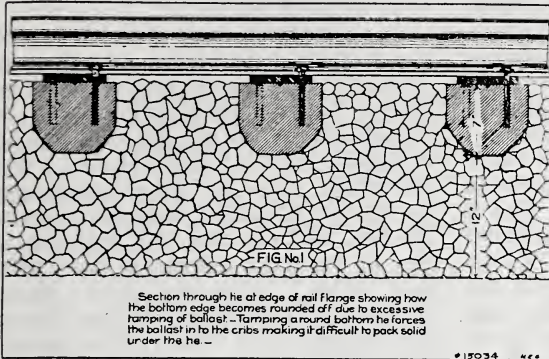


FIGURE 4

Cross-sectional view of ties worn by frequent tamping

tamping. The average trackman feels little hesitancy about removing a tie for this cause when he has difficulty in keeping it tamped. Even in cases of most excessive tamping, wear from ballast does not become objectionable until the tie has been in service from 50 to 75 per cent. of what its life would be under normal conditions. The kind of ballast and kind of ties used and the standard at which a track is maintained are all important factors in the consideration. Slag and stone when crushed, form hard, sharp, angular fragments that appear, from observation, to be more destructive when tamped under wooden ties than gravel, burnt clay, cinders, granulated slag or other similar forms of ballast. Ballast of the last named materials has little or no effect in wearing down the sides and bottom of the ties nor is the tamping of this kind of ballast so destructive to the ties, as the particles are smaller, generally of softer material and rounded in form. There is a perceptible difference in the resistance offered against mechanical wear by the ties made from

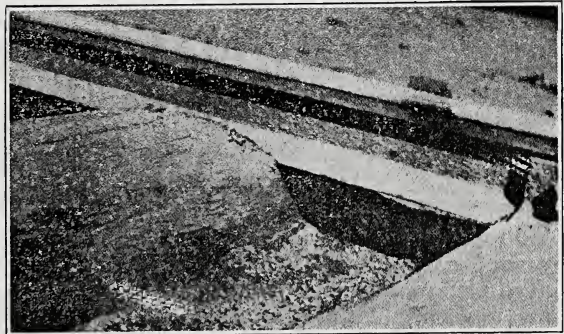


FIGURE 5

Tie badly rail cut in fine gravel ballast

embedded in the tie, and by plates fastened directly to the tie by lag screws independent of the rail spiking, thus reducing the movement between the plate and tie to a minimum. However, many ties are removed from track each year because

of deterioration from rail wear and a large amount of this deterioration can be assigned to the effect of the fine particles of ballast grinding under the rail. (See Figure 5.)

A careful study of the wearing effect of ballast upon ties during tie removal seasons where the actual cause of deterioration under roadbed and track conditions can plainly be seen, is convincing evidence that such wear along the bottom edge only injures the ties where tamping is necessary at quite frequent intervals.

Regarding the use of treated ties where extraordinary wear by ballast is known to exist the same rule might apply that is observed when the mechanical wear under the rail limits the life of the tie. Treatment to prevent decay does not give the tie increased resistance to abrasion, and ballast abrasion that is so severe as to wear out an untreated tie would preclude the possibility of any benefit from the use of treated ties at locations where such abrasion occurs.

In conclusion it might be said that the ballast has little direct effect on the mechanical life of the ties. The finer and lighter ballast materials, such as gravel, cinders, granulated slag, etc., hasten the rail cutting on the top of the tie by the

finer particles working under the rail. The coarser and heavier ballasts, such as crushed stone and slag bruise and cut into the bottom and the sides of the ties largely under tamping. Comparatively few ties are destroyed from this latter cause, while many more are removed from track on account of the former.

A substantial, well-drained roadbed, and a clean, hard ballast, free from fine particles and coarse enough to insure against holding water, affords the best foundation for the tie, one that will hold to a minimum the "Wave Motion" of the rail which, aided by the abrasive agent, the fine gritty ballast, so rapidly cuts into the ties, and one that will hold the surface of the track, eliminate the "sinks" and "slides," "pumping joints" with the attendant "pounding" of the ties into the ballast, and lastly the excessive "tamping up."

The desired roadbed condition must usually be made with the materials available, aided by tiling and French drains. The ballast, however, may be selected. A hard durable stone, crushed in angular fragments, in size from one inch to three inches, screened free from all dust and dirt, is the ballast that will least affect the mechanical life of the tie.

## "Hello" in Telephoning Now the Mark of the Novice

By B. H. Anderson

Secretary to Superintendent Telegraph

It has been observed that the recent instructions pertaining to the use of the telephone, answering, etc., save quite a deal of time. As an illustration, note that before the instructions were being carried out, it was necessary to carry on the following preamble in starting a conversation:

The receiver was taken from the hook and you would say "Hello, please give me Mr. \_\_\_\_\_ in Mr. \_\_\_\_\_'s office."

"Hello, is that Mr. \_\_\_\_\_'s office?" Answer, "Yes, sir."

"Is Mr. \_\_\_\_\_ there?" Answer, "Yes, sir."

(Quite frequently—"Do you wish to speak to him?" Answer—"Yes, sir.")

Party desired answered 'phone—"Hello." "Is that you Mr. \_\_\_\_\_?" Answer—"Yes." "Well, this is Mr. \_\_\_\_\_." And then the conversation is started.

In contrast with this old method, under our present instructions we have the following:

The receiver is taken from the hook.



Number is given. Party answers telephone by saying:

"Mr.——'s office, Mr.—— speaking." Answer—"This is Mr.——'s office, —— speaking."

Then the conversation is started. Or—if the party desired does not answer the telephone:

"Would like to speak to Mr.——."

Mr.—— comes to telephone and answers "Mr.—— speaking."

This new scheme is a long step toward facilitating and improving the telephone service in Baltimore, but we all must do our part and answer the telephone in accordance with the instructions, invariably, if we wish to have the good work continue.

The time saved may not seem important to some people, but when you consider how many additional calls it probably admits of during twenty-four hours, and how many times it might save "Line's busy" not only within the "Railroad Family" but especially when the patrons of the Company, who must be served promptly and courteously, are calling, the carrying out of the instructions is quite a factor in the continued progress of the Baltimore & Ohio Railroad Company.

For the benefit of all concerned, the instructions contained in the Private Branch Telephone Directory at Baltimore are duplicated below, and that we may have the kind cooperation of all employees:

"The following regulations will govern the use of the telephone with the

object of facilitating and improving the service:

1. Discontinue the term "B. & O." and use "Baltimore & Ohio."
2. If difficulty is experienced in securing service, ask for the manager, as the duties of the individual operators will not permit them to engage in conversation.
3. Answer telephone on the first call, stating office and name of person speaking: for example, "Mr. Blank's office, Mr. Jones speaking." After the second and final call the operator will report "No Answer."
4. Use of the telephone will be restricted to the shortest possible time necessary to transact such business as is sufficiently urgent to require telephone service.
5. Its use for personal matters will be confined to absolute necessity.
6. Call other offices or individuals by telephone number.
7. All conversations will be conducted in a courteous manner.

"There are many ways other than those mentioned in which to improve the service of the telephone and it is hoped there will be no reflection on any particular office or employe through failure to observe these regulations."

Let us all keep abreast of this progressive movement. Don't stay back among the trailers. Get in the front rank—help make these instructions uniformly obeyed and see what an improvement will be made.

¶ I think I know now what I never knew before—the meaning of a common saying "A fool you can neither bend nor break." Pray heaven I may never have a wise fool for my friend. There is nothing more intractable. "My resolve is fixed." Why, so madmen say too: but the more firmly they believe in their delusions, the more they stand in need of treatment.—*Epictetus*.

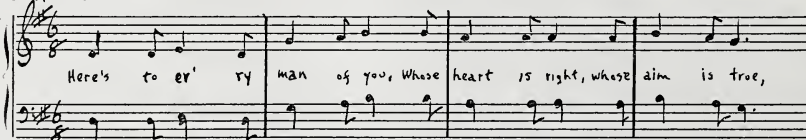
## First Call for Glee Club Candidates

ON MONDAY, October 11, at 7.30 p. m., in the Assembly room on the second floor of the Central Y. M. C. A., Franklin and Cathedral Streets, Baltimore, Hobart Smock, leader of the Glee Club, will meet all employees who wish to join the Club. The voice trials, which will determine those who are eligible for active membership, will be held in a private room for all applicants who so desire.

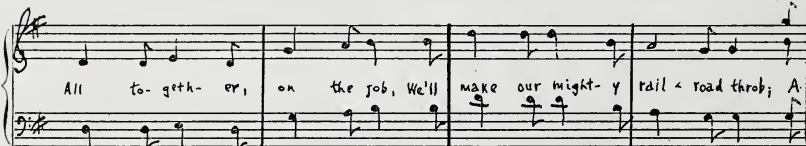
The first season of the club was successful beyond all anticipations, and plans for the ensuing year are unusually attractive. Among other things, we hope to sing for many churches and charitable enterprises and to take an active part in municipal concerts and festivals such as are held at the Christmastide.

The Club now has a firm foundation in spirit, finances and the cooperation of the Company and we want a membership of one hundred good singers so that we may take our place in the first rank of Glee Clubs. Every Baltimore & Ohio employe who can sing and attend our Monday night rehearsals is invited to join us on the night of October 11. The cordial greeting that you will get is expressed in the last verse of our Baltimore and Ohio song, viz:

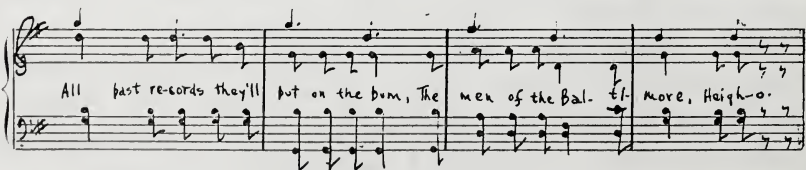
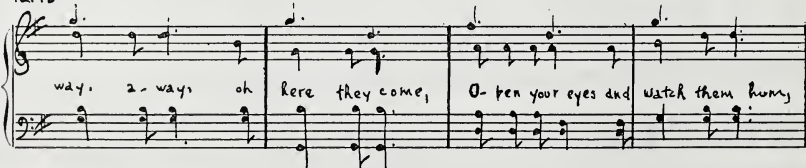
Lyrics



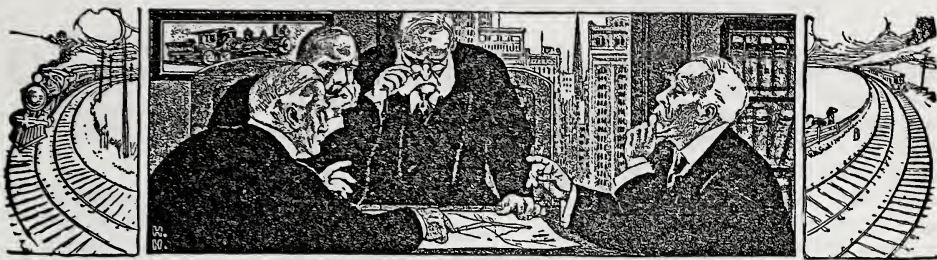
Chorus



Parts







# Construction and Promotions

## Remodeling Pittsburgh Station

**T**HE Baltimore & Ohio Railroad has prepared plans for a complete remodeling of its passenger station at Smithfield and Water Streets, Pittsburgh. Work will be started at once and completed as rapidly as possible.

The entire first floor of the present building is to be used as a general waiting room. The mezzanine floor, now used for the offices of the general superintendent and his force, telegraph office, yardmaster's office and conductors' room, will be removed. This will give a general waiting room sixty feet wide by seventy-six feet deep, with a ticket office facing the general waiting room and the concourse. The concourse will be thirty-two feet deep and sixty feet in width.

There will be space in the general waiting room for telegraph office for the public, cab stand, information bureau and telephone booths, in addition to the ticket office.

Leading off from the general waiting room will be the men's room with toilet facilities, and women's retiring room with toilet facilities.

From the concourse baggage and parcels can be checked, the baggage checks being sent to the baggage room at the end of the train shed through pneumatic tubes. The news stand will face the waiting room concourse and the exit concourse. Electric-lighted train indi-

cators will be provided to give information in regard to the departure of trains.

On the front of the building there will be a marquise, with roof projecting sufficiently to cover automobiles, so that passengers can be landed on the walkway in front of the building without inconvenience during rainy weather.

The second floor of the station will be remodeled to take care of the general superintendent's force, which will be moved from the mezzanine floor.

The baggage, mail and express will be located in the new quarters arranged for by renovating the present outbound freight house. In the second floor of this building will be provided offices for the telegraph department, division operator and yardmaster.

The general waiting room will be roomy and light and will be sufficiently large to take care of the ever-increasing business of the Company in Pittsburgh.

## M. H. Cahill

The possibilities of steady advancement on a progressive railroad are well illustrated in the career of M. H. Cahill, who was recently transferred from superintendent of the Baltimore Division to the same position on the Cumberland Division, the latter being considered one of the hardest operating divisions in the United States. Mr. Cahill was born on November 19th, 1872, at Lexington, Ohio. His schooling was elementary only, and he entered the service of the

railroad when only fifteen years of age as a messenger boy at Newark, Ohio. His experiences have taken him through the work of operator, dispatcher, train-master, division operator, assistant superintendent and superintendent. He has seen service on a number of our divisions and on two divisions of the D. L. & W. Railroad.

Mr. Cahill is a practical railroad man in the finest sense of the word. His



M. H. CAHILL

father was a section foreman and he may therefore literally be said to have been born and reared in a railroad atmosphere. Notwithstanding the fact that his schooling was only of the most rudimentary sort, nevertheless, by wide reading and study, he has developed the fine faculty of keeping up with the innumerable changes and improvements in modern railroading.

He is popular among his men and, as was illustrated in the address which he made to the veterans of the Cumberland Division at their recent outing at Berkeley Springs, he takes intense personal interest in the home life and welfare of the employees of the railroad and their families.

Nothing which concerns the Baltimore & Ohio fails to elicit a personal response from Mr. Cahill. He manages to keep in touch with the many activities of his

division and is a firm believer in the slogan "Baltimore & Ohio men always for Baltimore & Ohio men."

### S. T. Cantrell

S. T. Cantrell, former acting superintendent of the Cumberland Division and now superintendent of the Philadelphia Division, has been a railroad man since he was nineteen years old, and has climbed in succession the many rungs in the ladder leading to his present position.

Immediately preceding his affiliation with the Baltimore & Ohio he was superintendent of the Southwestern Division of the St. Louis & San Francisco



S. T. CANTRELL

Railroad. Mr. Cantrell is still on the sunny side of forty and is a young railroad man in every sense of the word. When asked for his opinion of the Baltimore & Ohio he said: "Considering its manifest desire to give the public the best possible service, its loyalty to its employees and its fidelity to the interests of its stockholders, I can only characterize the Baltimore & Ohio with the superlative, 'The best railroad in the United States.'"



# Use of Combination Card and Revenue Waybill for Local and Interline Movements of Coal and Coke Traffic

By C. C. Glessner  
Auditor Coal and Coke Receipts

**T**HE Baltimore & Ohio Railroad Company introduced in 1904 the Combination Card and Revenue Waybill, for waybilling coal and coke traffic at several large coal billing stations, as an experiment. It was given a thorough trial, which resulted quite satisfactorily to our operating, transportation, traffic and accounting departments. In fact its success was so apparent from the start and it proved so impor-

Two forms of the waybill are in use; one Form 229-C. R.—T. (a facsimile of which is shown in Figure 1), is furnished agents at large coal billing points where waybills are issued by use of billing machines. It does away entirely with the copying press work, since carbon copies are made at the same time. The waybill is made at one writing by experienced billing clerks. The other form, 229-C. R.—Rev. (a facsimile of

INITIAL		NUMBER		THE BALTIMORE & OHIO RAILROAD CO.				100 31 - 2-12-12. 229 C. R.—			
				COMBINATION CARD AND REVENUE WAY-BILL FOR COAL OR COKE.							
		From		To				W. B. No.			
		Via						Date			
Kind of Coal or Coke		Consignor		Consignee							
Date Loaded		Final Des't'n		Via							
WEIGHT OF CAR AND CONTENTS		CAPACITY OF CAR.		RATE AND DIVISIONS.				FREIGHT		ADVANCES	
Tons		Lbs.		Gross							
W. B. made at		Agt.		Tare							
Trfd to		Car No.		Net							
Trfd at		Date		Min.							
				Tons							

THIS IS THE ONLY WAY-BILL THAT WILL BE ISSUED FOR THIS CAR.

FIGURE 1

tant a factor in the safeguarding of the Company's revenue that it was adopted and placed in general use for waybilling all local and interline carload shipments of coal and coke originating at mines and ovens on the Baltimore & Ohio Railroad. Furthermore, our success with this form of waybill has resulted in a number of other large coal carrying railroads adopting a similar Combination Card and Revenue Waybill in connection with the movement of coal and coke traffic.

which is shown in Figure 2) is prepared with pen at coal billing stations not provided with billing machines.

Instructions printed on the back of the card portion of the waybill, which accompanies car to waybilled destination, require all irregularities in transit to be noted, each notation to be dated and signed by the person making it, and yardmaster to stamp the date of arrival of car in yard.

Shipments of coal and coke are moved

from mines and ovens to designated scale stations, accompanied by scale card, Form 817-D, where the cars are assembled for weighing and billing when the destination of the property is beyond the scales. Scale card, Form 817-D, is taken up at the scale station, filed as a shipping order and Combination Card and Revenue Waybill made for the shipment, and instructions provide that shipments are not to be moved beyond the

handling the train, as all concerned know that car is protected by revenue billing.

It has added to the efficiency of car equipment and has removed complaints of shippers, as frequently cars heretofore moved promptly, but deliveries were delayed on account of non-receipt of billing, whereas under the present method prompt delivery can be made at destination, and freight bill tendered to consignee immediately on arrival of the car.

INITIAL		NUMBER		THE BALTIMORE AND OHIO RAILROAD CO.		50M Sets—1-14-14 229 C. R. Rev.	
				COMBINATION CARD AND REVENUE WAY-BILL FOR COAL OR COKE.			
From				To		W.B.No.	
Kind of Coal or Coke				Via		Date	
Consignor				Consignee			
Date Loaded	Final Dest'n	Via					
WEIGHT OF CAR AND CONTENTS		CAPACITY OF CAR.		RATE AND DIVISIONS.		FREIGHT	ADVANCES
Tons	Lbs.	Gross					
W.B. made at	Agt.	Tare					
Trfd to	Car No.	Net					
Trfd at	Date	Min.					
		Tons					
THIS IS THE ONLY WAY-BILL THAT WILL BE ISSUED FOR THIS CAR.							

FIGURE 2

weighing and waybilling station unless accompanied by the Combination Card and Revenue Waybill. This method is an absolute safeguard for the Company's revenues, as a revenue waybill is issued for each carload and it may, therefore, be properly termed the Safety First Method.

Additional advantages of the Combination Card and Revenue Waybill are very apparent for the following reasons:

A separate revenue waybill is necessarily made for each car, and the waybill reaches destination with the car, except in some cases of reconsignment. This reduces tracing to a minimum, prevents delay to cars, and the per diem loss incident thereto, awaiting billing.

It has obviated the necessity of burdening the wires for revenue billing, saving the clerical work necessary in the exchange of such wires, etc.

It has eliminated the annoyance of having locals at junction points handle cars from day to day, thus delaying their work. It has made it possible at some junctions to make delivery of the cars direct to connections by the same engine

It shows more complete information than the ordinary card waybill and prevents complaints regarding discrepancies in car numbers, so many of which were received under the old method of issuing a revenue waybill and also a card waybill. It also prevents numerous errors in routing, as these waybills are issued under the supervision of rate clerks who are more familiar with routing instruction, etc., than the yard clerks, who formerly issued the card waybills that accompanied the cars.

It also reduces the number of claims formerly received on account of the errors made by yard clerks on car cards in misrouting, erroneous destinations, etc.

It prevents discrepancies formerly experienced between weights shown on car cards and revenue waybills, full information being shown on the present form as to gross, tare and net weights.

It expedites settlements with our connections, as revenue waybills arrive at destinations with the cars.

It reduces the labor of and facilitates the investigations in cases of confiscations,



reconsignments, wrecks, transfers, lighting of cars, etc., as the transportation employes are in a position to furnish complete information, including waybill reference.

It prevents erroneous collections being made from consignees when minimum weights are applied, as in some instances, under the old method, where revenue waybills were delayed, collections were based on weights shown on card waybills.

As an illustration of the good results obtained, the following is quoted from a letter written by one of our superintendents shortly after the introduction of this waybill:

"This office desires to be put on record that it is in favor of the Combination Card and

Revenue Waybill, as it has revolutionized the question of revenue billing at all our junction points.

"There is no one appreciates the good results obtained from this method of handling cars more than we do on this division, as our junction business is always heavy, and it has been instrumental in breaking up one of the worst nuisances that we have had to contend with, namely: the forwarding of cars on card manifest, and the delay in receipt of the revenue waybills; that is, cars would be received in good season, and then lie around junction points waiting on revenue billing, as our connections would not accept the cars without proper billing, but since the introduction of the Combination Card and Revenue Waybill, this situation has been entirely changed, as we are not being annoyed with such a condition at the present time. It must be borne in mind that this waybill is a producer of results."

## Little Talks on Little Leaks

By A. N. Martin

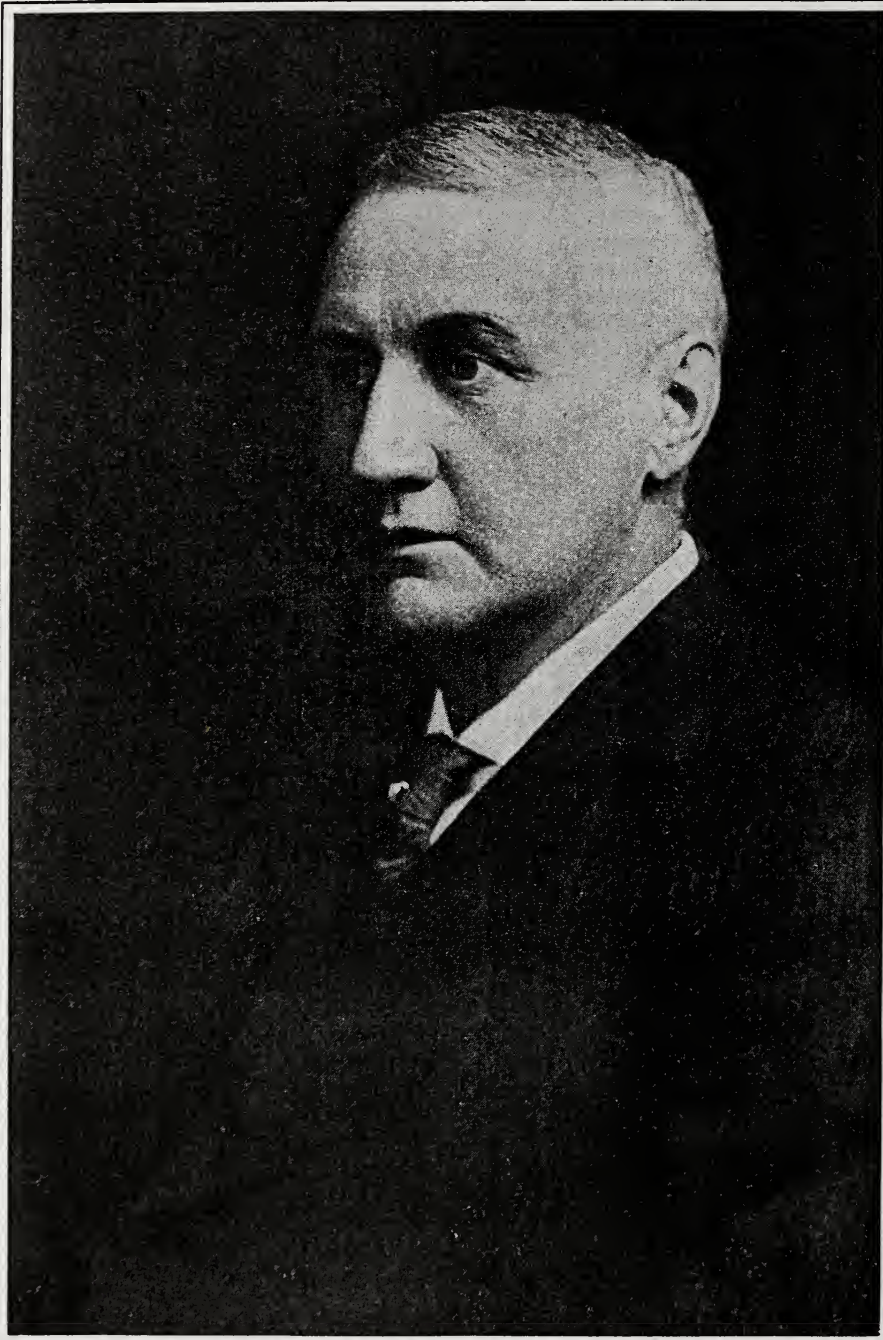


F the habit of economy in small things is formed it will lead to economy in large things. No matter in what work you are engaged, the opportunity to economize is offered. If each one saves a little, the aggregate will be worth while.

For instance, you reach your office, station, shop or wherever your work may lie. The day is dark and you light the lamps. And when the sun comes out you work on with the lamps burning. What a chance for saving is lost! Think of the pennies being wasted in cost of current and life of lamps! You see a place where there is a lamp of much larger wattage than is necessary and perhaps you think, "What a waste. Why doesn't the management put in a proper light?" Then you let the matter rest with the thought. But—is your duty performed? Wouldn't it have been much better if you had notified the person in charge so that the matter could have been rectified? That was your opportunity for saving on that particular day.

On the Baltimore & Ohio System we have about 2,500 stations, offices, shops, signal towers, etc., lighted with nearly 45,000 incandescent lamps of various wattages. Electric current is measured in watts, so in considering this important question watts will be the term used.

At any average of fifty watts per lamp, which is low, one lamp left burning one hour at each of the 2,500 points would mean a consumption of 125,000 watts. And this would supply the average home with light for more than eighteen months, or it would supply eighteen homes for one month! If multiplied by the 365 days in a year, the total would be 45,625,000 watts and this amount of current would light more than two-thirds of all the incandescent lamps on the Baltimore & Ohio System three hours each day, for ten days. Now if all the 45,000 lamps are left burning one hour each day during the year, it would mean the enormous total of 821,250,000 watts wasted. With this amount of current we could light the great thirteen story Baltimore & Ohio Building at Baltimore a little over four years or we could haul 1,297 trains of 2,200 tons each through the Belt Line tunnel, a distance of one and one-third miles. If the 45,000 lamps are left burning two, three or four hours each day during the year, the cost of current, to say nothing of the additional cost of lamp renewals, multiplies still more amazingly. With these figures before us it can readily be seen that the opportunity for saving in a seemingly insignificant item, may, by our earnest efforts, be made well worth while.



**ROBERT FINNEY**

Late General Agent, Pittsburgh District, Baltimore and Ohio Railroad



## ROBERT FINNEY

BORN AUGUST 10, 1863

DIED AUGUST 24, 1915

**R**OBERT FINNEY, general agent of the Baltimore & Ohio Railroad Company in the Pittsburgh District, died on August 24, 1915, in St. Francis' Hospital, Pittsburgh, after an illness of several months.

Mr. Finney was born in Allegheny, Pa., and attended the public schools of that city. The necessity for earning his own living prevented him from obtaining a college education, and at the completion of his common school course, he became a clerk with the Allegheny Valley Railroad. In 1883 he went with the Pittsburgh and Western Railroad as chief clerk in the office of the general manager. Early in 1889 he was made claim agent of this road and in December of the same year, superintendent of the Pittsburgh Junction Railroad, where he demonstrated his ability so clearly that in 1894 he was made general agent of the Pittsburgh and Western. In November, 1900, he became acting general superintendent of the Pittsburgh and Western and the Pittsburgh Junction Railroads and a month later, general agent of these two lines. He assumed the position of general agent of the Baltimore & Ohio in the Pittsburgh District on January 1, 1902, and three years later was made general superintendent of the Pittsburgh system. In May, 1910, he again became general agent in the Pittsburgh District, holding that position until his death.

In his capacity as general agent, Mr. Finney was entrusted with and brought to a successful conclusion many important missions for the Company. He was a man of fine appearance, was polished and genial in his address, and had the rare and valuable faculty of making friends of nearly all whom he met. Self-education was a passion with him, and although deprived of early academic training, his scholarly mind habitually led him into the company of students and booklovers, with whom he was able to converse at ease on a surprising number of topics. Such qualifications, combined with the rare judgment which large responsibilities and experience in railroad work had given him, made Mr. Finney an unusually valuable man to the Company. He was a member of several of the prominent railroad organizations and exclusive clubs of Pittsburgh and one of the best known business men of that city.

For several years he had been failing in health, his final illness beginning about seven months before his death. He is survived by three sisters.



### "Some Reactionist"

A man who had worked for many years in the U. S. Patent Office, Washington, an industrious, cautious, unimaginative individual, decided he'd resign. His was a life-job. His chief was amazed and questioned him. No—the gentleman was perfectly satisfied with his salary. No—he wasn't working too hard. No—no trouble with anybody. Here was his reason: He'd thought it over and decided that everything patentable had been patented. No more inventions—in volume—were possible. The department had no future. So he thought it discretion to get out and find a steady job—"with a future."

And that was in 1833.

True—the man had no vision. True—he was a dolt. Think of the inventions that have flooded the Patent Office in the last 82 years—yes—the last ten years.

No doubt, that cautious man found his "steady job"—a night-watchman or stoker or something—which required the minimum of imagination. That is caution gone to seed and discretion run wild. That's the sort of plodder who is trampled down and ground into the mire in the upward and onward rush of Progress. And that is brutal, but inevitable. He doesn't succeed, or even survive, because he is tagged "unfit." It is a ruthless race in which brains count for more than brawn. Ambition, courage, persistence count for much. But how worthless even these—without imagination to paint the picture of the reward, to energize the body, to spur on to battle and point the way.

What is YOUR imagination doing?

Is it working over-time? Or is it licked and telling you "to look for a steady job."

Don't be afraid of your imagination. Give it a long rope.

*Think! Think!! Think!!—Ford Times.*

### Economy in Timetable Folders

In America, the timetable folder issued by transportation companies is given gratuitously to all patrons and possible patrons, and comes under the head of free advertising matter. In foreign countries it is considered a book of valuable information and almost invariably sold at a price to cover the cost of its publication. The American public having been educated to treat it as advertising matter, has become wasteful and indifferent to its cost. Competition between lines has more than assisted in its extravagant waste.

It stands to reason that sooner or later radical steps will be taken to curtail this waste. Economy in folders has been the watchword for transportation companies for several months, and eventually their issuance will reach the minimum. The ticket agent is in a position to help greatly by keeping his requests for folders at the minimum. Economies are practiced in other lines of business and the traveling public is reasonable when it understands the situation.

Ticket agents of the Baltimore & Ohio lines are requested to give their earnest cooperation in this regard and wherever possible give the passenger who requests a folder one which covers the local territory which he has announced he will travel. In this way a great saving can be made in the general folders which are intended only for travel covering a



territory of distant portions of the line.

A complete saving of folders can be made often where the passenger simply asks for information and does not really desire a printed schedule.

### Riverside Oyster Supper

On Tuesday, Wednesday and Thursday, October 26, 27 and 28, the Ladies' Auxiliary of the Riverside Y. M. C. A. will give their annual oyster supper. All employes who have attended these affairs in the past will be willing to testify to the excellent quality of the food and the ability of the ladies as culinary artists.

The Y. M. C. A. is doing splendid work among our employes at Riverside, and their families, and as the oyster supper is depended upon to a considerable extent to swell the annual receipts of the association, it is hoped that as many of our men as possible will avail themselves of the privilege of enjoying the hospitality

of and association with our Riverside friends on these evenings.

With large numbers of new men being added to our working forces, the opportunity for welfare work is growing very fast and the staff at Riverside is in an unusually advantageous position to take advantage of this opportunity, if they have sufficient support. Any employes who are not familiar with the oyster supper would do well this year to acquaint themselves with it.

### Height of Precaution

Some years ago at a flag station on our System, the agent was called home suddenly by the serious illness of his wife. The "Oldest Resident" had his accustomed seat on the old chair in front of the station.

"If anybody comes to get on the next train be sure to put the flag out, Pop," said the agent as he hurried home.

## BALTIMORE AND OHIO RAIL ROAD.

First Division, *June 12<sup>th</sup>* 1857

Actual Working of the *6<sup>th</sup> Tonnage* TRAIN from MARTINSBURG to BALTIMORE

NUMBER AND DESCRIPTION TION OF CARS.	HOUSE.		STOCK.		GONDOLAS.		IRON COAL CARS.		CARS OF OTHER DESCRIPTIONS.	TOTAL CARS.
	LOADED.	EMPTY.	LOADED.	EMPTY.	LOADED.	EMPTY.	LOADED.	EMPTY.		
No. of Engine, <i>179</i>	ARRIVE.	LEAVE.	PLACES OF MEETING AND PASSING TRAINS.				CARS TAKEN ON OR OFF.		CAUSE OF ANY DETENTION WHATSOEVER, AT OR BETWEEN STATIONS, AND TIME LOST BY SUCH DETENTION.	
MARTINSBURG, . . . .		5 20							<i>Tonnage trains bound East on the 12<sup>th</sup> were detained at Sandy Hook one hour and twenty minutes by Express West. It arrived at Ch. 1. at two O'clock and 5 minutes, being then over two hours late; and Tonnage trains west not arrived.</i> <i>An arrangement was made by the Conductors in front to run the curves so as to get their trains through and render assistance to the delayed trains if wanted.</i> <i>Two men were sent ahead and one hour after the trains followed slowly we found the delayed trains at Middleville, after which we had time to make Balt. ahead of Express East, and delayed mail East which was to follow the Express.</i>	
Kearneysville, . . . .										
Duffield, . . . . .										
Harger's Ferry, . . . .										
Sandy Hook, . . . . .	7 20	9 40								
Point of Rocks, . . . .										
Buckeystown, . . . . .										
Monocacy, . . . . .	11 00	11 45								
Hartman's, . . . . .										
Monrovia, . . . . .										
Plane No. 4, E. H. . . .	12 45	1 05								
Mount Airy, . . . . .										
Plane No. 1, W. S. . . .	2 05	4 45								
Gaither's Siding, . . . .										
Sykesville, . . . . .										
Woodstock, . . . . .										
Elysville, . . . . .										
Ellicott's Mills, . . . .										
Washington Junction, . .										
MOUNT CLARE, . . . .										

*David Virtue* Engineman  
*John Virtue* Fireman  
 Extra Hours Claimed, *Six hours*

*Thomas Hungerford* Brakeman  
*Charles R. R. R.* Conductor

When he was out of sight, Pop placed the flag in position to stop the way-train. It soon came along with instructions to make the next station and clear for delayed No. 1 as soon as possible. It



PLUGGING THE LEAK

pulled up at the flag signal and the conductor stepped to the platform and said "All aboard!"

Nobody moved and he called to Pop and said: "Where are your passengers?"

"There are none," replied the old man. "I thought maybe you had someone who wanted to get off."—C. O. Warfel, Operator, Barnesville, Md.

### Patapsco Lodge Outing

Patapsco Lodge 432, B. of L. F. & E. and Thomas Fitzgerald Lodge 274, ladies' society of B. of L. F. & E. of the Baltimore and Ohio Railroad, held their annual outing at Tolchester Beach on Thursday, July 22. The day was an

ideal one and the outing was thoroughly enjoyed by all those who were fortunate enough to be present. Addresses and races added considerably to the entertainment.

George Sturmer, special representative of general manager Galloway, made an address which was well received.

The 440 yard dash, open, was won by James Lemley; second, Norman Beach.

The fat man's race was a 200 yard open event. Mr. Chas. succeeded in capturing the event with Mr. Beans a good second.

The prizes were: gentleman's gold shirt set (donated by Geo. Walters); watch fob (donated by Patapsco Lodge); silver cuff links (donated by Mr. Walters); and a suit case (donated by Mr. Ganns).

The lodge will hold its fifth annual ball on Thursday, November 25, 1915, at Moose Hall, Fayette Street, between Eutaw and Paca Streets. The Lodge cordially invites all of its friends to be present.

### "The Laziest Man"

"The laziest man I ever saw," said a traveling man, "was not a tramp nor a cop, but a station agent in a little one-horse village in Ohio. After I had finished what little business I could do in the town, I went down to the railroad station to buy a ticket for my next stop. The lazy station agent sat on a broken-down office chair, his feet on the desk and a pipe in his mouth, unlit. When I asked for the ticket, he slowly reached up to the rack, drew it out, handed it to me, and took my money without bestowing a glance upon me or moving from his chair."

"That's the laziest thing I ever saw," I said to him, "if you can do anything lazier than that, I'll give you this dollar."

"Without the slightest curiosity or even interest, the loafer drawled, 'Put it in my pocket,' and I did."

W. H. H. FRANCIS,  
Agent, Nashport, Ohio,  
Newark Division.

### Railroads Create Wealth

Our marvelous crops would count for nothing if forced to lie in the fields where



they grow, or driven to seek such markets only as the farmer's team could reach. The cotton crop, which brings to our shores annually nearly half a billion dollars of foreign gold, would be but a fruitless burden on southern winds if there were no railways to carry it to the seaboard. We take from our mines and forests and factories \$20,000,000,000 each year, but without means of transportation these costly products would be worthless junk.—*Leslie's Weekly*.

### Short—Yet Sweet

The desire for originality sometimes results in queer effects in language as well as in art. A newly opened railway station has this sign at the entrance to its train platforms: "All Passengers Will Be Required to Show Transportation at the Gates." How much simpler, shorter, and more understandable is the old-fashioned phrase, "Show Your Tickets," with the customary progressive railroad "please" in front of it?

### The Value of a Smile

"Smile and keep smiling, for it is the man with the cheerful smile and never failing diplomacy who climbs the ladder. And there is always room at the top, too."

"It is always a great pleasure for me to look back and note that twenty presidents and vice-presidents of other lines came from the Great Northern."

"It is not where you start from, but where you go that counts. There was a time when I knew every man in the system, and I recall that four of the superintendents were born in section houses."

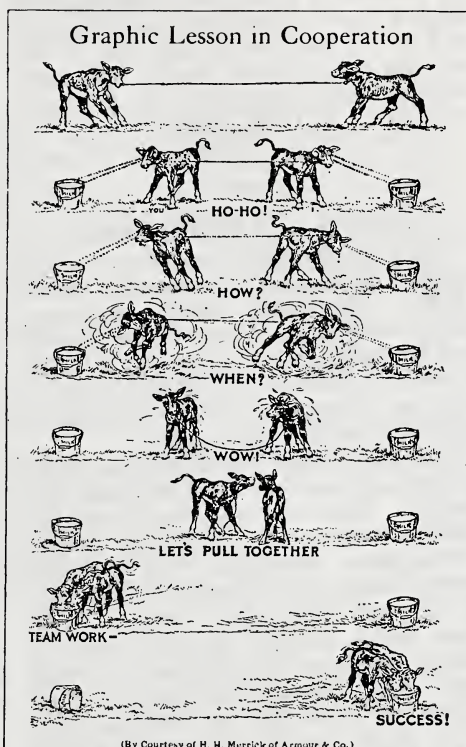
"The man who knows a little and studies to learn more and does the best he can on everything—will go farther than the man who thinks he knows it all, and therefore does not have to apply himself."  
—James J. Hill, successful farmer, banker and railroad president, the "self-made maker" of a fortune of many millions.

### Employees' Loyalty

Recently I happened to go into an arcade where duckpins seemed to be the most interesting pastime among the

majority of the men. Upon closer observation I found a number of fellows whom I knew, and who were connected with a competing railroad in various capacities. They were rolling duckpins with no object in view other than to win the game.

I knew very little about duckpins, but I was impressed by the apparent good feeling which existed among the employees of this line. It mattered not if the one rolling made a very low score—he was given a pat on the back and encouraged in every possible way.



However, upon inquiry, what impressed me even more was the fact that the same spirit pervades their work, that is, the spirit of loyalty to each other. When you are talking to any of them about one of their fellow employees you will promptly be told that he is a "mighty good man," regardless of the capacity in which he is employed. This impressed me forcibly. It must be a very good asset for their railroad.

The question which then occurred to me was, "Did this same spirit exist on our own line? If not, why?" It is a contagious spirit if one but tries to inculcate it, and if such a harmonious spirit predominates among the employes of the Baltimore & Ohio, there is no reason why we should take second place to any railroad in any essential respect—why we should not equal in every thing, in fact, the high standard which we have attained in the courteous treatment of our patrons.

We should be ever ready to encourage our fellows in every way possible, as a helping hand extended by employes as well as officials goes a long way in developing the spirit of loyalty and unity without which none of us can expect to succeed.

L. M. KECK,

*Connellsville Division.*

### Listen! Young Man

The achievements of youth startle the world. Experience is often the worst teacher. Her rebuffs dampen ardor and deaden ambition. Youth is not fettered by a knowledge of limitations, so it rushes in where angels fear to tread and performs miracles. Not knowing the impossible, youth has faith in achieving it.

Raphael painted the Madonna of St. Anthony at twenty-two years of age, the Sistine Madonna at twenty-seven. Shelly wrote his sublime drama "Prometheus Unbound" at twenty-seven. Alexander Hamilton wrote two of the most influential political pamphlets of his time at seventeen; and at twenty he joined Washington's private staff. John Calvin published his "Institutes of Theology" at twenty-seven. Burns wrote three of his greatest poems at the same age. William Pitt was Chancellor of the Exchequer at twenty-three; at twenty-five he was one of the foremost men of his time. Clive was head of the English forces in India, distinguished himself at Arcot and was called a "heaven-born" general by Pitt at twenty-seven.

Mozart composed an opera for the Opera House at Milan when fifteen years old; at twenty-one he had written three

hundred compositions; at thirty he was the greatest composer of Europe. Keats won an immortal place among English poets and died at twenty-six. Edison at twenty-two received \$40,000 for a telegraphic invention. Isaac Newton ignored all the authority and tradition of time, and discovered the law of gravitation at twenty-seven. Bell didn't know he couldn't talk from Denver to Boston, so he invented the telephone at twenty-nine.

Napoleon rebuked at officer for saying "Impossible" in his presence. Napoleon said: "There are no Alps," and led the French Army into Italy at twenty-seven. Had Joan of Arc been older and experienced she would not have attempted to lead the French into Orleans and drive the English beyond the Loire. At seventeen she stood victorious beside Charles when he was crowned King in the Cathedral.

So close is grandeur to our dust,  
So near is God to man,  
When duty whispers low "Thou Must"  
The Youth replies, "I can."

The world owes much to the abounding belief of youth. Youth will undertake and accomplish big tasks. Youth has blazed its trails into undiscovered realms and brought back a new law, a new song, or a new machine.

An army of men can run a cotton gin, but it took Eli Whitney, a youth of twenty-seven, with abounding faith, to invent it. There are a thousand men who can send a wireless message, but it took Marconi, a youth of twenty-four, with unfathomed faith, to discover the law. There are a host of men to play the March, but it took Mozart, a youth of twenty, with unquenched enthusiasm, to compose it.

In the executive's chair and around the director's table of successful business enterprises are many men scarcely turned thirty. They are not demagogues; they have not sat idle in the market places bemoaning the inequality of fortune.

Sad will be the old age of youth who forgets his father's struggles, his father's thrift, his father's God; and lets the morrow take care of itself.

The world owes no man a living, but every youth owes the world a life.

—From Leslie's.



# How Fast Are We Going?

## Methods for Determining Speed of Trains

By Charles E. Mitchell

Material Inspector, Test Bureau

**W**HEN riding on a train it is frequently asked by someone, "How fast are we going?" We can answer that question very readily and accurately. There are several methods that may be used and are described in this article but the simplest and at the same time most exact method is to count the number of rail "clicks" made by one side of the car in a given time. In ordinary cases, the rail length being 33 feet, the time is  $22\frac{1}{2}$  seconds. This is a direct index to the speed in miles per hour, for example—if we count 50 "clicks" in  $22\frac{1}{2}$  seconds, the train is traveling at a speed of 50 miles per hour.

How is this time determined? It is a simple proportion and the length of time to count can be determined for any length of rail in use.

$$\begin{aligned} \text{Let } x &= \text{number of seconds to count,} \\ \text{then } \frac{1 \text{ mile (5280 feet)}}{1 \text{ hour (3600 seconds)}} &= \frac{33 \text{ feet}}{x \text{ seconds}} \\ \text{or } x &= \frac{3600 \times 33}{5280} = 22\frac{1}{2} \text{ seconds.} \end{aligned}$$

That is, if we pass over one rail of 33 feet in  $22\frac{1}{2}$  seconds we are traveling at the rate of one mile per hour, and if we pass over ten rails in  $22\frac{1}{2}$  seconds, we are travelling at the rate of ten miles per hour.

In some sections of the country sixty foot rails are used. In this case the proportion is changed to

$$\frac{5280}{3600} = \frac{60}{x} \quad \text{Then } x = \frac{60 \times 3600}{5280} = 40.9 \text{ seconds.}$$

Another method to ascertain the speed, while accurate, requires a reference to a table for a quick estimate of the speed. This method is to note the time required to pass from one mile post to the next. If it takes sixty seconds, it is evident that the train is moving at a rate of sixty miles per hour. If it takes forty seconds to go

one mile, the train will travel  $\frac{5280}{40} = 132$  feet in one second and in 3600 seconds will travel  $\frac{132 \times 3600}{5280} = 90$  miles per hour.

Below is a table showing various times to travel one mile and the corresponding speeds in miles per hour.

SECONDS PER MILE	MILES PER HOUR	SECONDS PER MILE	MILES PER HOUR
40	90	58	62
41	87.8	59	61
42	85.7	60	60
43	83.7	61	59
44	81.8	62	58
45	80	63	57.1
46	78.2	64	56.2
47	76.6	65	55.3
48	75	66	54.5
49	73.4	67	53.7
50	72	68	52.9
51	70.6	69	52.1
52	69.2	70	51.4
53	67.9	75	48
54	66.6	80	45
55	65.4	85	42.3
56	64.2	90	40
57	63.1	100	36

A third method is to count the number of exhausts from the engine in a given time. For a Pacific type engine, class P, P-1, P-1A, that is, engines of the 2100

series, this period of time is 13.2 seconds. That is, if we count the number of revolutions of the drivers or every fourth exhaust for 13.2 seconds, we have the speed directly in miles per hour.

The explanation of this is as follows: The diameter of the drivers on this type of engine is seventy-four inches.

The circumference is therefore

$$\frac{74 \times 3.1416}{12} = 19.373 \text{ feet.}$$

$$\begin{array}{l} \text{Now } \frac{1 \text{ mile (5280 feet)}}{1 \text{ hour (3600 seconds)}} = \frac{19.373}{x} \\ x = \frac{3600 \times 19.373}{5280} = 13.2 \text{ seconds.} \end{array}$$

Therefore if we count forty revolutions in 13.2 seconds the train is traveling at the rate of forty miles per hour.

For a Pacific type engine of the P-3 class, that is, of the 5100 series, the time to count is 13.6 seconds. The diameter of

the drivers is seventy-six inches and the circumference is

$$\begin{array}{l} \frac{76 \times 3.1416}{12} = 19.897 \text{ feet,} \\ \text{then } \frac{5280}{3600} = \frac{19.897}{x} \text{ and } x = 13.6 \text{ seconds.} \end{array}$$

In freight service, the Mikado type engines have drivers of sixty-four inches diameter, the circumference being

$$\begin{array}{l} \frac{64 \times 3.1416}{12} = 16.76 \text{ feet,} \\ \text{then } \frac{5280}{3600} = \frac{16.76}{x} \text{ and } x = 11.4 \text{ seconds.} \end{array}$$


For consolidation type engine, the diameter of the drivers is sixty inches and the circumference is

$$\begin{array}{l} \frac{60 \times 3.1416}{12} = 15.7 \text{ feet,} \\ \text{then } \frac{5280}{3600} = \frac{15.7}{x} \text{ and } x = 10.7 \text{ seconds.} \end{array}$$

## Making Allotments of Coal for Yard Engines

By James Bleasdale

Division Master Mechanic, Wheeling

 ON JUNE 2, 1915, W. F. Ross, road foreman of engines on the Wheeling Division, compiled and issued to all yard engineers and firemen on the division a circular setting forth a fuel allowance for yard engines throughout the various yards on the division. As the Baltimore & Ohio Railroad Company has adopted the practice of making STANDARDS for various features of railroad work, the time seemed opportune that something of this sort should be inaugurated. In compiling this allotment, more consideration was given to the different class of engines than to the different yards on the division, for the reason that all of the yards to a certain extent perform the same class of work. Therefore, the figures were made the same for the yards

at Benwood, Wheeling, Bridgeport, Bel-laire and Holloway, and, as prescribed by Mr. Ross, are as follows:

CLASS OF ENGINE	TONS ALLOTTED PER DAY OF TEN HOURS	SHOVELSFUL PER HOUR	AVERAGE TIME PER SHOVEL	
			Minutes	Seconds
1100.....	3½	45	1	15
1200-1600.	3½	50	1	10
2200.....	4½	60	1	..

You will note that this allotment gives the number of shovelsful for the different classes of engines per hour, the amount of coal in tons consumed for a day of ten hours and the average number of shovelsful per minute and seconds. This is considered a fair estimate of the amount of coal required to perform the work in the different yards, and inasmuch as the conditions so far as the grades, curva-



ture, track and work performed are so much alike, it was not deemed necessary to increase or decrease the allotment for any specific yard.

It was felt that by cooperation on the part of the engine crews, the coal allotted would be sufficient to properly handle the work to be performed throughout the various yards on the division. Shortly after this was put into effect, a check was made of the various engines working under this schedule, and it developed that all of them came within the allotment, and quite a few of them used much less than the allowance.

This idea is original with Mr. Ross, and as an illustration of the interest it has created among the men, it should be noted that during the month of May, 1915, we made a total of 5,455 yard engine hours in Wheeling, Benwood, Bellaire, Bridgeport and Holloway yards and consumed 2,155 tons of coal. On June 2, 1915, this bulletin was mailed to all yard engineers and firemen, thus placing the yard engines on a fuel allotment, and during the month of June, 1915, we made 5,866 yard engine hours and consumed 2,171 tons of coal, an increase of 411

hours with an increase of sixteen tons of coal. This figures the yard consumption at 790 pounds per yard engine hour in May and 740 pounds per yard engine hour in June, a decrease of fifty pounds, or three and one-third scoops of coal per engine hour in June compared with May, which would mean a total saving of approximately 137 tons of coal. This indicates that the allotment created considerable interest on the division.

With any certain number of yard engines working regularly in any particular yard, a monthly allotment in tons can easily be computed, and the yard engineers and firemen apprised of this allowance and an endeavor made to come within the allotted figures. This can be done by following out the shovelful per hour, which schedule, at the end of the day, would be equivalent to the tons allotted for the day's work, and this, multiplied by the number of yard engines working, would be the monthly allotment for the entire yard. With proper cooperation on the part of the engine crews, in following out this schedule, our yard engine performance should be made much more efficient.

## The Baltimore and Ohio was the First Railroad to

Obtain a charter, and is now the ONLY road operated under its original charter name,  
Advertise a time-table,  
Be operated for freight,  
Be operated for passengers,  
Offer a prize for equipment,  
Make a trip with an American-built locomotive,  
Make use of sleeping cars (in 1838),  
Enter the National Capital,

Penetrate the Alleghany Mountains,  
Inaugurate in the East the policy of "SAFETY FIRST,"  
Send securities abroad,  
Have telegraphic communication,  
Meet emergencies in the Civil War,  
Start a pension system for its employes,  
Establish an employes' library,  
Use electricity as motive power,  
Operate a Mallet locomotive.

Do you know any other respects in which the Baltimore and Ohio was "first?" If so, please advise the editor of the Magazine.



## Locomotive Engine Running and Management

By Angus Sinclair, M. E.

The twenty-third edition of Dr. Angus Sinclair's book entitled, "Locomotive Engine Running and Management," has recently been published by John Wiley & Sons of New York, and we find that the book has been rewritten and some additions made to cover recent developments in the art, which bring it fully up to date.

Dr. Angus Sinclair spent the early years of his life as a locomotive fireman and engineer, and has been for many years considered one of the best authorities on the economical use of fuel in locomotives. He needs no introduction to the members of the Fuel Association, the Traveling Engineers' Association and the various other associations of railroad mechanical men, as his familiar face is generally seen at all their conventions, and he has for many years been treasurer of the American Railway Master Mechanics' Association.

While Dr. Sinclair's book treats in a general way of the design of different classes of locomotives and describes in a general way the construction and use of the different parts of the locomotive, yet it does not aim to go into minute details, but gives particular attention to the inspection of the locomotive, its preparation for the road and its operation in handling various kinds of trains.

In the new edition, some of the more important chapters are Steam and Motive Power, Design and Operation of Locomotives, Engineers and their Duties, Running a Fast Train, Getting Up the Hill, Sight Feed Lubricators, Boiler Feed Appliances, Valve Motion, Modern Air Brake Equipment, Tractive Power and Train Resistance, Combustion, Draft Appliances, etc.

We find that some of the most important additions to this edition, which are not included in the original, are chapters on the Mallet Articulated Compound Locomotive and the one on Superheated Locomotives.

On account of the simple and thorough manner in which this book treats the subject, it is a most valuable source of information, which every man who desires to advance in either shop practice or locomotive operation, should own and study. It will also be found very interesting and useful to any one employed in the operating department, who desires to be fully informed on railroad matters. —Reviewed by M. K. Barnum, Superintendent Motive Power.

## The Future of the Railroads

By Roger W. Babson

There has perhaps been nothing published during the last few years that approaches in thoroughness, conciseness, and viewpoint, the book just received from the author, Mr. Roger W. Babson. He is exceptionally qualified to treat the subject of railroads; first, because he was trained as a railroad engineer at the Massachusetts Institute of Technology, and secondly, because he now operates the largest statistical organization of its kind in the world. But the volume is not full of tables. It is a discussion of things that concern the owner, the employe, and the man who pays a fare.

With all the newspaper talk on railroads, inspired or based on loose facts, it is a refreshing sensation to read a book which presents an original viewpoint so frankly as "The Future of the Railroads."

The problem of railroads, as Mr. Babson sees it, is a struggle between "ship-



pers, represented by the government, investors, represented by the directors, and a vast army of employes." To show the probable outcome of these contending forces is the purpose of this book.—*Published by the Babson Statistical Organization, Wellesley Hills, Mass. Price \$1.00.*



## The Reading Habit

By H. Addington Bruce

There are a good many men who get through life tolerably well without ever acquiring the reading habit. There is not one of these men who gets out of life all he should.

Reading is as necessary to the proper development of the mind as food is to the body. Indeed, reading has a beneficial effect on the body as well as on the mind.

Show me a man who is not fond of reading, and it is more than an even chance that you are showing me a man whose nerves are more or less on edge, and who dissipated his energies in various ways.

For such a man is pretty sure to be sadly lacking in inner resources. In his leisure hours he has within himself little to fall back on.

He cannot be content with sitting still and twiddling his thumbs. His mind rightly craves diversion, and, the likelihood is, will find it in forms not always compatible with health.

If there were more booklovers in the world today there would be fewer gamblers, dipsomaniacs and nervous wrecks. There would, in fact, be fewer criminals and suicides.

Also, the general level of efficiency, as well as happiness, would be raised.

For the reading habit, provided the right kind of books are read, has this peculiarity.

It not only helps a man to occupy his time pleasantly when away from his work. It also enlarges his mental powers for the better performance of his daily tasks.

Whatever makes a man REALLY THINK makes his mind grow. Mental

growth, through the exercise of the thinking faculty, should continue to the end of life. And there is nothing like reading—the right kind of reading—to make a man think.

The wrong kind of reading, to be sure, is mentally weakening, if allowed to become habitual. Novels and stories that make no demand whatever on the intellect are in the nature of narcotics. Like narcotics, they should be used sparingly.

When a man has been working unusually hard, when he is feeling mentally exhausted, a cheap detective or adventure novel will do him no harm.

Many great men have testified to the value of this type of fiction as a rest-bringer.

But these same great men, it will be noticed, do not confine their reading to cheap stories.

They read other books, MOSTLY THE BEST BOOKS THAT ARE TO BE FOUND IN LITERATURE.

They are addicted to the works of the world's foremost novelists, to poetry, to essays, to history, to biography, to works of science. They have the reading habit more than most other men.

Usually, too, they have developed the reading habit in childhood. That is the time when it is most easily and thoroughly acquired. But it is never too late for one to acquire it.

And, once acquired, it will prove itself one of the best assets a man can have. Of this you need feel no doubt at all.



## For All Tastes

Suppose your guest wants to get off by himself for a quiet hour over a volume, or suppose—it does sometimes happen—he is wakeful. What books do you leave in the guest room for his delectation? Here are the titles to be found on one guest-room bookshelf we know of:

Hawthorne's "Tanglewood Tales;" "The Golden Treasury of Songs and Lyrics;" Holmes's "Autocrat of the Breakfast Table;" Emerson's "Conduct of Life;" Thackeray's "Rose and the Ring;"

Anthony Hope's "Prisoner of Zenda;" "Marcus Aurelius;" Bernardin de Saint Pierre's "Paul and Virginia;" Stevenson's "An Inland Voyage;" Dickens's "Christmas Carol," "Life of Savonrola;" Fairy Tales, including Hans Andersen, "Bluebeard," "Aladdin," etc.; Stev-

enson's "New Arabian Nights;" Yeats's "Land of Heart's Desire."

Can you conceive of a mood which something here wouldn't fit into? We think the person who couldn't find relish in any of these volumes must be a pretty sorry apology for a guest.—*Collier's*.

## Character of The Happy Warrior

By William Wordsworth

Who is the happy Warrior? Who is he?  
That every Man in arms should wish to be?  
—It is the generous Spirit, who, when brought  
Among the tasks of real life, hath wrought  
Upon the plan that pleased his boyish thought:  
Whose high endeavours are an inward light  
That makes the path before him always bright:  
Who, with a natural instinct to discern  
What knowledge can perform, is diligent to  
learn;

Abides by this resolve, and stops not there,  
But makes his moral being his prime care;  
Who, doomed to go in company with Pain,  
And Fear, and Bloodshed, miserable train!  
Turns his necessity to glorious gain;  
In face of these doth exercise a power  
Which is our human nature's highest dower;  
Controls them and subdues, transmutes,  
bereaves

Of their bad influence, and their good receives:  
By objects, which might force the soul to abate  
Her feeling, rendered more compassionate;  
Is placable—because occasions rise  
So often that demand such sacrifice;  
More skilful in self-knowledge, even more pure,  
As tempted more; more able to endure,  
As more exposed to suffering and distress;  
Thence, also, more alive to tenderness.

'Tis he whose law is reason; who depends  
Upon that law as on the best of friends;  
Whence, in a state where men are tempted  
still

To evil for a guard against worse ill,  
And what in quality or act is best  
Doth seldom on a right foundation rest,  
He fixes good on good alone, and owes  
To virtue every triumph that he knows:  
—Who, if he rise to station of command,  
Rises by open means; and there will stand  
On honourable terms, or else retire,  
And in himself possess his own desire;  
Who comprehends his trust, and to the same  
Keeps faithful with a singleness of aim;  
And therefore does not stoop, nor lie in wait  
For wealth, or honours, or for worldly state;

Whom they must follow; on whose head must  
fall,  
Like showers of manna, if they come at all:  
Whose powers shed round him in the common  
strife,

Or mild concerns of ordinary life,  
A constant influence, a peculiar grace;  
But who, if he be called upon to face  
Some awful moment to which Heaven has joined  
Great issues, good or bad for human kind,  
Is happy as a Lover; and attired  
With sudden brightness, like a Man inspired;  
And, through the heat of conflict, keeps the law  
In calmness made, and sees what he foresaw;  
Or if an unexpected call succeed,  
Come when it will, is equal to the need:

—He who though thus endued as with a sense  
And faculty for storm and turbulence,  
Is yet a Soul whose master-bias leans  
To homefelt pleasures and to gentle scenes;  
Sweet images which, wheresoe'er he be,  
Are at his heart; and such fidelity  
It is his darling passion to approve;  
More brave for this, that he hath much to love—  
'Tis, finally, the Man, who, lifted high,  
Conspicuous object in a Nation's eye,  
Or left unthought-of in obscurity:

Who, with a toward or untoward lot,  
Prosperous or adverse, to his wish or not,  
Plays in the many games of life, that one  
Where what he most doth value must be won:  
Whom neither shape of danger can dismay,  
Nor thought of tender happiness betray;  
Who, not content that former worth stand fast,  
Looks forward, persevering to the last,  
From well to better, daily self-surpassing:  
Who, whether praise of him must walk the earth  
Forever, and to noble deeds give birth,  
Or, He must go to dust without his fame,  
And leave a dead unprofitable name,  
Finds comfort in himself and in his cause;  
And, while the mortal mist is gathering, draws  
His breath in confidence of Heaven's applause:  
This is the happy Warrior; this is He  
Whom every Man in arms should wish to be.





# Hundreds of Railroaders Attend First Outing of Martinsburg Veterans' Association

By W. L. Stephens  
Assistant Foreman, Martinsburg

**T**HE first annual outing of the Martinsburg Association of Baltimore & Ohio Veteran Employees was held in Berkeley Springs, W. Va., on August 12, 1915. The executive committee of the association had planned the day's program well, and the outcome was a great success, despite the indications of inclement weather which heralded the excursion day. When the time arrived for the departure of the Martinsburg train, rain was falling in torrents, but 116 veterans and friends braved the weather and started for the famous resort.

At 11.20 a. m. the reception committee left for Hancock to receive and welcome the visiting delegations from Baltimore and Brunswick, who came in a special train of three coaches and general manager C. W. Galloway's car, No. 916, arriving at Hancock at 12.00 m. On the arrival of this train at the Springs, the Veterans formed and, headed by the band, marched to the hotel and there, while resting, a photograph was taken of the whole line.

Dinner was next in order and the excursion throng assembled in the spacious dining room



EVERYONE OF THE VETERANS SURROUNDING GENERAL MANAGER GALLOWAY  
IN THIS PICTURE HAS BEEN IN THE SERVICE OVER FORTY YEARS

Upon arrival at the Springs they found the Berkeley Springs band and a crowd of citizens waiting to bid them welcome. The headquarters were at the Hotel Dunn and the proprietor, Mrs. Whitcraft, threw open both this and the Hotel Washington and made the visitors feel at home. Too much cannot be said of this lady's efforts toward making the day a success and she certainly fulfilled the expectations of the most exacting in her earnest endeavor to add to the pleasure and comfort of her guests. The time between the arrival, 9.30, and the dinner hour, 11.00 a. m., was spent by the visitors in lounging around the spacious hotels with their large porches, chatting and relating experiences of "once upon a time."

of the Dunn Hotel to discuss Mrs. Whitcraft's splendid menu. The crowd was large, but the quantity of viands was ample, and everything was well cooked and splendidly served. After grace by Rev. Z. T. Brantner, the Company Glee Club from Baltimore sang the long meter doxology. During the meal the club boys also sang several other selections to the delight of the diners. Judging from the pleasant hum of conversation and the smiles of satisfaction seen upon the faces of the party, the dinner did credit to the hostess.

When the happy party emerged from the dining room, the clouds were lifting above the green-capped mountains and were giving evidence that nature was trying to crown the

Veterans' Day with sunshine. The elements probably felt the spirit of the occasion and respected the grit and stamina of a body of men who had braved the rains and storms of many years in the employ of their great railroad.

Promptly at 2.30, president Brantner, fifty-two years young in the service, called the meeting to order on the beautiful park lawn near the bath houses, and in a short and pithy speech stated the object of the gathering. He then read a letter of regret from president Willard,

He solicited the cooperation of the ladies' interest in the men, telling them to look after the men at home and keep them out of trouble and promised that he would keep them out of trouble while on the road. He said that if, perchance, a problem became too difficult for them to handle, if they would bring it to him, he would help solve it and save the men for them and the Company. The reception given Mr. Cahill's talk speaks well for his future popularity on the division.



FINE TURNOUT OF VETERANS FOR THE OUTING

and the veterans and employees pledged their loyal support to the president in three rousing cheers. A letter from third vice-president A. W. Thompson told of his wish to be present but of his inability to be there on account of business, and was also greeted with three long cheers.

A song by the Glee Club, "Cousin Jedediah," was well received, after which president Brantner introduced general manager Charles W. Galloway. Mr. Galloway gave the boys a splendid talk, telling of his interest in their welfare and the splendid cooperation he had received from them. He told them that there was nothing he enjoyed more than to spend an afternoon talking and mingling with railroad men, hearing their views upon matters of home and employment, and getting acquainted with them and their friends. If this festival day was a criterion, it certainly bore out these words of Mr. Galloway, for he spent the afternoon handshaking and renewing acquaintances with the men and their wives. Mr. Galloway's speech was loudly applauded. The next speaker was the new superintendent of the Cumberland Division, M. H. Cahill. Mr. Cahill's talk made a splendid impression and his few remarks, while brief, were to the point. He said he was not worried about the outcome of the management of the Cumberland Division as long as he had the loyal support of the employees, and he felt that he had that, and promised for the division as good and even better results than had been attained in the past.

W. C. Montignani was next introduced, and entertained the audience with some witty sayings, and concluded by telling the men not to forget "The Almighty" who had made possible their successes and to be loyal not only to the Baltimore & Ohio, but also to Him, by being loyal to the church of their choice and carrying out the Master's work.

George W. Sturmer, special representative of the general manager, closed the speechmaking with a fine talk on the progress of the Veterans' Association, stating that in six years there had been organized nine lodges, with a membership of over 5000. He complimented the work of the Baltimore & Ohio along economic lines, saying that she stood second to none of the railroads of the nation in that most important factor of railroad management.

At the conclusion of the speechmaking Mr. Brantner expressed the appreciation of the Association for the splendid singing of the Glee Club and thanked them for their attendance and cooperation. The Berkeley Springs band came in for its share of praise and too much cannot be said of the kindness of A. McNeil, the lessor of the Springs, who did so much to make the day a pleasant and successful one. The members of this Association appreciate the courtesy and kindness of the citizens of Berkeley Springs and extend to them their grateful thanks.

The program rendered by the Glee Club was as follows: "O, Were My Love Yon Lilac Fair;" "Cousin Jedediah;" "Officer's Song;" "How Can I Leave Thee;" "The Soldier's Farewell."



Some of the good things which had been prepared by Mrs. Whiteraft for lunch were: Potato salad, cold slaw, sliced tomatoes, fried chicken (cream gravy), roast Philadelphia capon (giblet gravy), boiled Westphalia ham, boiled new potatoes (cream sauce), string beans, new lima beans, buttered beets, green apple pie, chilled watermelon, drip coffee, iced tea.

The trip back home by the Baltimore contingent will not soon be forgotten. Though without the services of their able leader, J. D. Wright, foreman of the paint shop at Mt. Clare, who had got off at Hancock to go west, the fellows in the Glee Club triple quartet sang first in one car and then in the other and almost literally "sang their heads off." But the Baltimore folks overlooked any little rifts in the harmonizing of the popular songs rendered in the evident enthusiasm of the boys and their desire to please.

The greatest surprise of the trip home, however, was the splendid buffet supper that Mr. Galloway sent in from his private car. Delicious sandwiches, fruit, ice cream, cake and coffee tickled the palates of the picnickers,

and the thoughtfulness of the general manager will long be remembered. He had the Parlett "boys," captain Olden and several other veterans take dinner with him in his car.

If the remarks of the Baltimore contingent were representative of the opinion of all concerning the outing, certainly the day was a howling success. Great credit is due to Mr. Bouie, agent at Martinsburg and his committee in perfecting the arrangements and in carrying through the details of the affair so ably. But everyone will remember the occasion, too, largely because they were enabled to hear, see and feel the enthusiasm of that perennial fountain of youth, Z. T. Brantner, the seventy years young father of the Martinsburg veterans. In his special honor the members of the Glee Club added the following verse to the Officers' Song, and from the cheers and applause which greeted it, it is quite certain that all the excursionists heartily agreed with the sentiment expressed:

Here's to Brantner, his first name's Zack,  
The boss of the M. of W. shack;  
For fifty-two years he's been on the job,  
We take off our hats to this loyal nabob.

## The Hoof and Mouth Disease Outbreak Among Cattle Herds

By E. L. McWilliams, Live Stock Agent, and  
C. R. Hampton, Assistant Freight Agent,  
Baltimore and Ohio Railroad Company, Union Stock Yards, Chicago

THE hoof and mouth disease is a contagious bovine malady, the virulence of which is such that within a period of ten days, recently, state and federal government quarantines were necessary in the area from Massachusetts to Montana. It has swept over the country within the past eight months, and its ultimate effect upon farmers, the general public, and upon transportation lines can only be surmised.

"Foot and Mouth Disease" is its name. Science gives it no other, and while its effects are not necessarily fatal, only two to five per cent. mortality being reported in foreign countries which have battled this scourge for years, yet it menaces the selling value of cattle, which, in the fourteen states infected, alone represent an investment of upwards of two billion dollars.

The germs, first attacking the hoofs of cloven footed animals, next strike the mouth. Disease develops within three to five days and while mortality among afflicted animals is light, they immediately begin to emaciate and, within a very short time, lose many pounds of weight. In cows, the udder is also affected, and the disease can be communicated to humans through the consumption of milk, butter and cheese coming from infected animals. Hogs and sheep

are also susceptible to foot and mouth disease and veterinarians declare that the only cure for it is a "shot gun and a barrel of quicklime," the gun to stop the contagion, and the quicklime to destroy the possibility of the germs scattering.

The disease originated at Niles, Michigan, presumably through the importation of hides from South America, where tens of thousands of cattle have been destroyed by it in the past two decades, and spread from Niles to farms nearby and also into Northern Indiana. Then federal and state quarantines were put upon Cass and Berrien counties in Michigan and St. Joseph and Laporte counties in Indiana. Meanwhile dozens of loads of hogs and cattle had been shipped from these points to Chicago and from there, hundreds of loads of stockers and feeder cattle sent to country points carried the germs into many states. Cars, into which they were loaded were, in the course of general traffic, carried long distances and spread the germs over a wider area. The result was a state of near panic in live stock circles. All live stock traffic was then placed under quarantine in fourteen states, namely, Massachusetts, Rhode Island, New York, Pennsylvania, New Jersey, Delaware, Ohio, Maryland, Indiana, Kentucky, Michigan, Illinois, Wisconsin and Iowa.

Chicago, the world's greatest live stock market, underwent a twenty-day quarantine, which cut off the receipt and shipment of all live stock and caused partial paralysis in the meat shipping traffic at that market. East St. Louis was also closed and Buffalo, Pittsburgh, Lancaster, Baltimore and Louisville, too, came under the federal ban. The Missouri River markets alone in the west were allowed to continue business, but their areas from which to draw supplies were necessarily shrunken because of state and federal quarantines in force in various commonwealths.

While the temporary suspension of trading at markets, and the tie-up of live stock traffic meant serious losses to all interests, the situation immediately brought to the front a patriotic spirit, which was manifested by all industries affected. When the order to "clean up" came from the federal and state governments, it was obeyed to the letter. With the Chicago stock yards devoid of all meat animals, a force of 1000 men immediately went to work cleaning the pens, chutes, alleyways and viaducts. A corps of spraying machines, each manned by a squad of ten workers, under supervision of a federal inspector, began spraying every nook and cranny of the yards and the task of thoroughly disinfecting the five square miles of territory, in which are located some 13,000 pens, was completed in one week's time. Every railroad car that carries live stock underwent the same cleaning process. It meant the expenditure of many thousands of dollars, but a disease spreading stock pen or car is a menace to an industry which must be eliminated and forthwith it was.

Some idea of the extreme necessity of adopting every means of eradicating the foot and mouth disease germ can be gained when it is stated that the germ of this malady cannot be seen under any microscope. It is a filterable virus. It filters through porcelain. It travels in the air and can easily be communicated to cattle herds over an area of hundreds of miles merely by being carried in a person's clothes. The fanciest dairy herds in the United States were attacked by the disease. It broke out in the Chicago stock yards just at the close of the Ninth Annual Dairy Show. There were quartered, at that time, in the show barns, some 836 head of the most valuable pure bred dairy animals in the United States. The first prize winners were valued up to \$40,000 a head and animals worth \$4,000 to \$10,000 were common among the infected beasts placed under quarantine.

These animals were segregated from the market offerings and were held in quarantine after the embargo was lifted from the yards proper, and veterinarians declare that before the disease

is finally eradicated these \$4,000,000 worth of dairy maids will have to suffer the fate of the most plebeian bovines which, upon being found by the inspectors to have been infected, were destroyed. Who will pay the losses? That is the query of the owners of the fancy dairy stock. The state and federal governments divided the expense of reimbursing the owners of the other animals slaughtered in the Chicago stock yards, some 800 head meeting death and burial in quicklime there, but the contention was raised by the Illinois authorities that, inasmuch as most of the dairy show animals were owned by citizens of other states, their respective commonwealths should reimburse the owners for losses sustained.

Officials engaged in fighting this, the greatest disease outbreak ever known among cattle in the United States, were Arthur G. Leonard, president of the Union Stock Yard and Transit Co., of Chicago, Dr. S. E. Bennett, chief of the Federal Bureau of Animal Industry forces at Chicago, Dr. R. A. Ramsey, chief of the Contagious Disease Field investigations of the Animal Industry Bureau, and Dr. O. E. Dyson, Illinois State Veterinarian. In Chicago and over Illinois, where the disease gained its greatest headway, the situation was speedily placed under control, and the highly efficient work in checking the spread of the malady stamps these leaders as men of action to be trusted in a time of crisis such as they recently found facing them.

The foot and mouth disease outbreak, though it cost live stock producers and the federal and state governments millions of dollars to eradicate, will stand forth as the greatest object lesson the live stock industry has ever had. It will serve to impress upon the mind of every man engaged in it, the importance of cooperating to raise the standard of sanitation in live stock pursuits, to eliminate the danger of contagion, to drive out skepticism, and keep ever fresh in the mind of the live stock man that prevention, by the adoption of sanitary methods in housing and handling stock, will eliminate a great percentage of the millions of dollars of annual loss in the industry which, for decades, has been "charged off" the producers' books as a legitimate hazard that must necessarily be met.

Active cooperation with state and federal veterinarians will accomplish this salvaging of millions of dollars heretofore looked upon as consistent losses. It is not the intention of the authorities rigidly to enforce needless sanitary laws, but there must be closer harmony between the live stock grower and the state and federal veterinary forces which are endeavoring to guard his investment from the ravages of disease.





# The Misuse and Abuse of "Safety First"

By L. F. Shedd

In Rock Island Employees' Magazine

THE long recognized adage "Familiarity breeds contempt" threatens its application to those splendid, elevating and high purpose principles symbolized by the words "Safety First," those words that carry with them the thoughts of reduction of personal injuries to the minimum; of decreasing pain and suffering; the elimination of destitution in many homes; sparing the bread earner; the increase of happiness and better home conditions and the assurance of a stronger and a better race—and unless the misuse and the openly apparent abuse of those words be seriously considered and measures adopted to check such wrongs, the rock-bound principles upon which the crusade to conserve life and limb are founded must needs be shaken and jeopardized. The indiscriminate use of "Safety First" as a catch-the-eye phrase to advertise certain commodities, wares, and individuals, if you please, and to attract the eye of the public for commercial purposes alone, regardless of the interests of those thousands to whom the words "Safety First" should and would mean much in a general way, is nothing short of a crime, the continuance of which will reap its own unjust reward.

What does "Safety First" mean to the thinking man, woman or child? Have you ever asked yourself that question? Does it not stand for everything that is right and just? Would not strict adherence to the admonition to place safety ahead of every other consideration naturally bring us results the benefit of which can neither be doubted nor overestimated? Then why permit the slogan that should direct us to better conditions on our railroads, in our industries, in our cities, yea, all over this great peace-loving country in which we live and of which we are a part, to be seized and abused by the venders of automobile tires, rubber heels, teas, clothing, etc., and to advertise the strength and efficiency of our national banks in various parts, and last, but not least, by the candidate in one of our large cities who aspired to the highest office within the gift of the good people of that city, to secure votes for his election?

It is indeed a comfortable thought to every American that "Old Glory" should be so proudly and jealously guarded against encroach-

ment by any and all who might seek to use that splendid emblem of the "Land of the free and the home of the brave" to simply catch the eye for the advancement of some business interest. How strictly must he who dares to use that emblem for any commercial purposes account to the Federal Government for so doing! With equal jealousy the currency of our country is guarded and reprints positively forbidden. The National Red Cross Society have succeeded in prohibiting the use of their emblem for any other purpose than to designate the Red Cross. Why these restrictions? The answer is, because to permit the indiscriminate use of these almost sacred emblems would be but to ruin them as high ideals of good government, and as designating one of the greatest factors for good known to the civilized world. Their appearance on every paper of tobacco, in show windows and elsewhere, would soon tend to drag them to a level beneath their admitted dignity. Is not the same true of those words that bespeak that great and humanitarian movement, namely, "Safety First?" Will not these words in the very near future, unless we raise our protests to the apparent abuse of them, be looked upon by many as meaningless and beneath their respect and notice, and recognized only as advertising mediums, rather than as admonitions that mean so much to all if accepted in the same spirit with which they are tendered? This question carries its own affirmative answer, and it therefore becomes the duty of numberless thousands who value those words and their message so highly, to rally to the thought and necessity of asking that "Safety First" be not misused and abused and at the same time attempt to interest those who are now and have been taking advantage of that popular slogan to desist from further doing so, and interest themselves and others in the true meaning of those words, "Safety First."

Think it over, talk about it to your co-laborer and fellow-workmen, to the family, if you please, and do your part to have "Safety First" impart the message it is intended it should. Let's start a campaign against the misuse of those words that point out the way to everything that is better among our railroad men, the patrons of our railroads and the public generally.



**"The Science of Business is the Science of Service—He profits most who serves best."**

# Ditching and Cleaning

By Jesse Snyder

Track Foreman, Ohio River Division

As Read at Division Engineer's Meeting

**I** CONSIDER the ditch and the maintaining of same the most essential part of maintaining a piece of track. If we have not good ditches we cannot expect to have good track.

There are several things to be considered in constructing a ditch. First: the width of the ditch from rail to bank should be sufficiently wide to permit of the bottom of the ditch being low enough not only to take care of the water that may come in from the surrounding country, but also to drain the roadbed of the water that may soak in from rains and melting snow. The ditch should not be close enough to cause a weak place in the track.

Another thing to be considered is the slope to the back of the ditch, that is, the degree of slant of slope in order to make it stand after the freezing and thawing of winter and the rains of spring. I notice that a good many of us, if there is a low back, cut it too straight down.

I believe we should give a low back just as much slope as we would if it were ten feet high, and I am in favor of a box-form bottom instead of one sloping from bottom of ties to back of ditch. I am also in favor of cutting the back of the ditch to a line, as a straight ditch looks much nicer than a crooked one, and, if you have the proper fall, it will maintain its bottom longer.

One of the most important items, especially to the Company, is the cheapest way to construct and maintain a ditch. Of course, the cost of constructing a ditch depends on the location, the condition of the weather, and the kind of dirt to be handled. The location has to do with the manner in which one would have to do the work, whether by casting with shovel, wheelbarrow, trucking, or work train. I believe casting is the cheapest way we have of ditching at the present time, but if the location is such that we cannot cast, and if it is not too far to wheel, the next cheapest method is

## LOYALTY

**I**F YOU work for a man, in Heaven's name, work for him. If he pays you wages that supply your bread and butter, work for him, speak well of him, stand by him and stand by the institution he represents. If put to a pinch, an ounce of loyalty is worth a pound of cleverness. If you must villify, condemn and eternally disparage, why, resign your position, and when you are outside, damn to your heart's content. But as long as you are a part of the institution, do not condemn it. If you do, you are loosening the tendrils that hold you to the institution, and the first high wind that comes along you will be uprooted and blown away, and probably you will never know why.

ELBERT HUBBARD



with wheelbarrows, and for ordinary ditching on sections I am in favor of the one-man-and-wheelbarrow ditching. I think that ditching and moving the dirt with a push car is the costliest and the slowest way that I have ever tried.

The best time of the year to ditch is the late fall and early winter, as the ground is in better condition to handle than at any other time. In the summer months the ground is hard to dig and the weather hot, and in the spring it has become full of water and is heavy and sticky; therefore, it takes longer to handle. But in the fall, after the rains begin, the ground seems to loosen up or granulate, and the weather is cooling. Therefore, you can handle a great deal more dirt at that time of the year than at any other. Also, by ditching then you will have your ditches all ready to take care of the spring rains.

Cleaning is another big proposition. As to what constitutes cleaning as a whole, I hardly know what to say, but it seems to me that it includes everything that goes with the daily routine of work. For instance, if I were putting in ties I should dress up all open track nicely, pile all old ties and chunks, and, if practicable, set old ties on fire. If surfacing, ditching, or whatever else I may be doing, I try to leave it in nice, tidy shape at the end of the day's work, for I might not get back to that particular place tomorrow. I am very

much in favor of the every-day cleaning, so far as dressing up track, gathering scrap and keeping the right-of-way cleaned of any trash or chunks that may accumulate, is concerned.

A good way to keep rid of burnt ends of old ties and chunks is to use the push car in cleaning up old ties in the evening. Say you put in forty ties. If you have room for large piles without placing them too close to the track, put about twenty to the pile. The chunks from these piles, after burning, can be used for firing the new piles, and the chunks can be got rid of at the same time.

I think it would be advantageous if we could keep the ballast cleaned at all times, for the looks of the thing if for nothing else. But it helps in different ways. For instance: weeds hold moisture and moisture causes the decay of the ties, and when the ballast becomes full of roots and decayed matter, it loses the use for which it is intended.

Experience has taught me that the two best times in the year to mow weeds are in June and September. I believe the same amount of ground can be mown over twice a year as cheaply as it can be mown once in the fall, and the right-of-way looks a great deal nicer. And in the course of a year, mowing twice a year will kill out the bushes and large weeds and cause a sod of blue grass to come, which is much easier to handle and looks better than a patch of briars.

## LOYALTY VIA APPRECIATION

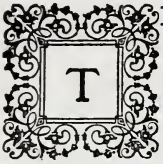
**Y**ES, I work for a man; or rather, a corporation, an institution. And I WORK, as a cog in a great machine. To be sure, a small cog, a cog that can easily be renewed by another; but, nevertheless, while I'm there, I help to keep the machine going. Of course the corporation pays me wages that supply my bread and butter—lubrication, so to speak, to keep me working smoothly as I do my share to grind out the golden dollars to swell its coffers.

And I do not villify, I do not condemn and I do not eternally disparage. I am part of the order of things as they are. But one word I would say:

You Man, You Institution, who would have the loyalty of your employees! Why don't you speak well of THEM? A pat on the back, a little word of encouragement, a look of appreciation, will bind your men to you with threads of loyalty far stronger than chains of tempered steel—a bondage that will not be broken by the lure of higher wages or shorter hours.

An ounce of appreciation is worth a ton—aye, a hundred tons of browbeating.—AN EMPLOYEE.

# COOPERATION



THE WORD "cooperation" has of late become one of the most used in the language. Almost every article on any phase of business emphasizes it; organizations of all kinds preach it and do anything in their power to get it; department heads urge it from their subordinates and are usually successful in proportion to the response they get. Yet the use of the word, the constant dinning of it into our ears and the efforts made to secure actual cooperation, do not by any means adequately represent the importance of this essential feature of modern existence.

Cooperation is the symbol of twentieth century life. Man meets it early, as a boy in the family, and in a much keener sense than did the boy of a few hundred years ago, who, when very young, was sent out to forage for himself. The boy of today is taken care of until he gets a fair start. He gets the cooperation of family, churches and schools, and the protection of the state until he is pretty well prepared to face the struggle for existence. Perhaps he first realizes his part in the cooperative scheme when he is called on to give his penny to the "Penny Fund" in his primary school, that pictures may be bought to adorn the bare schoolroom walls for the edification and enjoyment of those who follow him. Surely, if he is a real school-boy, he will feel the cooperative pull, and will yield when urged to "go out for the high school team." And if he is quite fortunate, college days will develop his cooperative instinct to the point of hysteria when he becomes infected with that insidious and lasting malady—"college spirit."

You members of fraternal organizations know what cooperation is, and how often you are called on for it. You members of churches and clubs are not unfamiliar with it. In fact, today, the whole social organization has cooperation for its basis. And the individual who thinks he is not a part of it is a misguided recluse indeed. The cave dweller of prehistoric times was a law unto himself, but the cave dweller of today is practically as amenable to the benefits and hardships of the social or cooperative law as is his brother of the city tenement.

Not so many years ago, the family was quite self-sufficient. The frontiersman built his home, hunted for his meat, planted and harvested his grain and fashioned his clothes out of skins. The country farmer depended very little on other people for existence. Today the explorer takes with him a knock-down house, the softest and warmest of wollen clothes, concentrated foods, and all the other supplies that highly specialized industries afford him. And the farmer sends thousands of miles for his clothes, furniture and even some of his foods, utilizing in so doing many cooperative agencies of manufacture, transportation, etc.

But it is in industry and commerce that cooperation has reached its highest development. The cobbler of the eighteenth century made the shoes of his customers from the tanned hide to the polish. Today our footgear passes through one hundred and forty-five machines and the hands of many



operators before it is a finished product. One hundred years ago you would have made the trip from Baltimore to Washington as the patron of some stage coach owner. He would harness his teams in Baltimore, drive you to Relay, change his horses there and possibly turn you over to his partner for the balance of the trip, the whole service consuming the attention of only a few men. Today, you are whisked there, forty odd miles in fifty minutes, and during your trip literally hundreds of men are engaged in watching out for your comfort, convenience and safety. Such is the difference between the era of individualism and that of cooperation.

Furthermore, no one of us is so powerful or so weak that he is not amenable to the influence of our vast cooperative structure. There is possibly no better loved man in the world today than the President of our Country. His life is most precious to millions of people. Yet, every time he moves, he challenges the responsibility of the cooperative system. Every time he gets on a train he trusts himself unequivocally to the cooperation of thousands of railroad employes. The inspectors who pass on the quality of materials, the engineers who plan the grades, the operating men who run the train, the humble trackmen who watch for broken rails; these and hundreds of others are responsible for his safe transit. We hate to think of what the carelessness of a track walker might mean to him. We shudder at the suggestion of what would happen should a single link in the long chain of cooperative agencies break down when his safety is at stake. Yet, when the President rides, his safety can be assured scarcely more than that of the ordinary man, who, whenever he puts his foot on a train, sets a thousand bodies working and a thousand minds thinking for his safe conduct. So we see that each one of us, with even the most humble task, has before him a definite, important and honorable place in this vast cooperative scheme.

Again, see how the President himself is responsible to this law of cooperation. If he does not do for you what you think he should, you use your influence against him. And if any considerable number think that he is not cooperating as he should in his capacity of servant of the people, he would soon be relieved of his great position.

The head of any organization is just as responsible to this law of cooperation. He is responsible for his stewardship to the stockholders, if it is a corporation, and in any event, he is responsible to his employes. He must provide proper working conditions, safety devices, fair hours and wages, or his employes will hamper his success in one way or another.

Cooperation therefore, is not merely a word used for the sake of saying something. It is used to get unity of effort among employes. It is an actual condition on which our whole industrial fabric has been constructed. Every one of us lives cooperation each day, whether he will or not. It is almost as necessary to our existence, as are air and bread. Without it the farmer on the plains would be isolated from civilization and the millions in the cities would starve. And, being such an essential part of modern life, it is but natural that it should be cultivated and stimulated and preached. For the more rigorously cooperation is practiced and developed, by organizations and the individuals comprising them, the more successful will be those organizations and individuals.

—THE EDITOR.

## MEMORIAL

OF THE

BALTIMORE AND OHIO RAIL ROAD COMPANY,

*For permission to extend a lateral branch of their road to some point  
within the District of Columbia.*

DECEMBER 14, 1830.—Referred to the Committee on Roads and Canals.  
DECEMBER 15, 1830.—Ordered to be printed.

*To the Senate and House of Representatives of the United States in  
Congress assembled:*

The memorial of the Baltimore and Ohio Rail Road Company,

### RESPECTFULLY REPRESENTS:

That your memorialists have, in the prosecution of the work in which they are engaged, completed and put in operation a railway upon the first division of their road, extending a distance of thirteen miles, over, as they believe, the most expensive and difficult part of the entire line between the City of Baltimore and the Ohio river.

The construction of the road upon the remaining distance between that city and the Potomac river, embracing about fifty miles, is also in such forwardness as to warrant your memorialists in believing that it will be completed, with one set of tracks, to the "Point of Rocks," by the end of the year 1831. A branch railway to the city of Frederick, it is also expected, will be finished within the same time.

Your memorialists further represent, that, from actual experiments made upon that portion of their road now, and during the last six months, in daily operation, as well as from experiments upon similar works in Europe, it has been fully demonstrated, that, by means of locomotive steam power, railways afford a more efficient, economical, and expeditious conveyance, both for passengers and merchandise, than any other mode hitherto discovered by human ingenuity.

Induced by these considerations, and believing that the requisite funds can be provided without interfering with the progress of the main line of their road to the Ohio river, your memorialists have decided to avail themselves of the privilege conferred by their charter, to construct a lateral or branch railway from some eligible point on the road now completed to the District of Columbia, adapted to the use of locomotive steam engines, by which they calculate that the distance between Washington and Baltimore may be safely passed *within two hours*, or even within less time, and at an expense greatly below the present cost.

A railway is now under construction across the peninsula between the Chesapeake and Delaware bays, which, when completed, will establish a communication between Baltimore and Philadelphia within nine or ten hours: the time of passage between Washington and Philadelphia will, therefore, aided by the work contemplated by your memorialists, then be reduced to less than twelve hours; and when the same mode of conveyance, now in contemplation between Philadelphia and New York, shall be established, that distance may be passed in eight hours more. The speed and facility of intercourse which will thus be attained, between the seat of the General Government and those three great commercial emporiums, cannot fail to be of the highest importance to the whole nation.

Your memorialists, therefore, request that they may be authorized by Congress to continue the proposed branch or lateral railway from the line of the District of Columbia to such point or points within the same as shall be found most eligible and convenient to the public, with the same privileges and powers as have been accorded to them by the concurrent acts of the States of Pennsylvania, Maryland and Virginia.

Signed on behalf of the board.

P. E. THOMAS,  
*Pres't B. & O. R. R. Comp'y.*





## SPECIAL MERIT ROLL

### Philadelphia Division

On July 4, engine No. 4132, while placing train in yard at Wharton Street tunnel, Philadelphia, derailed N. Y. C. No. 68850 on account of defective brake, which also derailed S. A. L. No. 21379, the twenty-fifth and twenty-sixth cars from engine with forty-four cars in train.

Middle brakeman C. E. Rose, who was two or three cars ahead of derailed cars and unable to get signal to engineman or rear end of train because of a tunnel on the short curve, dropped down between the cars and parted air hose with his foot. This averted the tearing up of track and probably a good deal more damage.

While it is true that his action in this case was accompanied by considerable danger and would perhaps be considered contrary to the "Safety First" rules, there is no doubt but that his entire action was prompted by a desire to avoid serious damage, that he showed splendid judgment and courage, and, therefore, that a meritorious notation should be made on his personal record.

About 7.00 a. m., June 19, a drove of cattle approached Woodlyn grade crossing and J. J. Peoples, carpenter, Wilmington, Delaware, assisted the watchman in getting them over our right-of-way in safety and while doing this noticed an extra east approaching with a piece of lumber about midway in the train, projecting so that it would foul the westbound track. He immediately signalled the men in the caboose, pointed out the trouble and the train was stopped between Milmont and Woodlyn and the lumber made safe. He also immediately went to the agent at Woodlyn and asked him to warn the crew of the extra of the trouble, in case his signals were not understood.

Mr. Peoples' efforts in this connection undoubtedly averted serious trouble and a credit entry has been made on his record.

Our ballast weighmaster, G. C. Fisher, at Havre-de-Grace, has been doing some very good work for the Company in the way of gathering up coal found in the cars set out at that point for ballast loading. During the month of June he saved twenty-four tons, which, of course, decreased the cost of our ballast just that much.

A credit has been placed on Mr. Fisher's record.

While going over the track on speeder on July 9, signal repairman W. R. Cage discovered a dangerous condition on east track near Carrcroft, protected movement of trains in both directions and notified sectionmen. Proper credit entry will be placed on his record.



W. R. CAGE

On June 16, engineer Wm. Fitzgerald brought train No. 227 to a stop before reaching track that was covered with mud, which had been washed down by a very heavy rain.

He was thoroughly acquainted with the physical conditions and realized that the heavy rains made track conditions abnormal. Therefore, he handled his train under control. For his good judgment in this respect, he will have a credit mark placed on his record.

### Baltimore Division

EDITOR EMPLOYEES MAGAZINE,

Dear Sir:

On No. 525 yesterday, I was sitting on the observation platform when I heard a passenger make the remark: "You cannot sit out this way on some railroads." I asked: "Why can't you?" And he answered: "So many of them burn soft coal and it is so dirty."

I had been observing that fireman C. A. Straw was making an unusually clean run, and although I did not acquaint the man with the fact that we did burn soft coal, he was very much pleased, and when I got off he said: "I am coming this way again."

This shows how much good firemen can do to help business and how appreciative some people are, and I am sending a copy of this letter to the bureau of Employment and Discipline with request that they place a credit mark on the record of fireman Straw.

Yours truly,

P. C. ALLEN,

*Superintendent.*

On Saturday, July 24, a team of horses belonging to the American Ice Company took fright in the Washington, D. C., freight yard, and the driver, in an attempt to hold them, was

thrown to the ground and so badly injured that his death took place shortly after the accident. The horses, however, continued their mad rush and would probably have caused further trouble had it not been for the presence of mind of yard delivery clerk A. J. Wall, who is as strong as he is



A. J. WALL

agile. Mr. Wall jumped at the horses heads and by sheer strength and courage succeeded in finally bringing them to a standstill. It was a brave act and one worthy of commendation.

### Cumberland Division

Engineer P. M. Lighe discovered defective condition on eastbound freight track on July 8 at three p. m. Mr. Lighe was going west on W.B. main, engine No. 4178, when he noticed rail and stopped to examine it. He notified Opequon Tower at once and the track was speedily repaired. But for Mr. Lighe's watchfulness the bad rail might have caused serious trouble.

Safety committeeman C. P. Arnold, yard brakeman at Cumberland, assisted an intoxicated woman from track at westbound hump, July 16. Also, on July 27, he found a drunken man asleep near track west of Virginia Lane

and removed him to place of safety. This is good work on the part of Arnold and shows he is thinking of Safety First.

Division engineer Petri has his track foremen doing good work, as is indicated by the following: On July 4, foreman K. Swick removed two intoxicated men from the track at Sycamore to a place of safety. On June 1, foreman W. D. Hardy removed an intoxicated man and woman from track just ahead of No. 55, Hog Pen Grade, Cumberland. On July 4, foreman N. Greco assisted an intoxicated man from eastbound track at Potomac.

Twelve track foremen during the month of July notified ninety-seven persons of the danger of trespassing on our right-of-way, such as walking on tracks and over bridges. Quite a number of trespassers thank the foremen and promise to stay off tracks.

Signal helper E. V. Wolfe noticed an unsafe condition on car in train of extra east No. 4187 at Keyser, had train stopped and car set off at Rawlings, where repairs were made. Wolfe is to be commended for his watchfulness and good work in this particular case.

Special mention is due Martinsburg yard crew, composed of engineer S. Scanlon, fireman S. Wisner, conductor C. E. Orem and brakemen J. Rudy and J. Mongan for their watchfulness and prompt action when car in train of extra west No. 4170 derailed at Martinsburg at 6.50 p.m., June 29; yard engine blew for brakes and the conductor and two brakemen caught the train and stopped it, thereby possibly preventing a serious accident to this train, and also No. 18, which was due in a short time. This is good work and the men are highly commended.

Operator T. I. Welsh, at Blaser, observed unsafe condition about mail car in a passenger train during the first part of July. He took prompt action and corrected it, which shows that he is "on the job."

Operator W. A. Ditto, at Orleans Road, noticed air sticking on wheel in train of second No. 16, July 7; he notified dispatcher, who had Great Cacapon hold target on him and then let him go. The brake did not release on approval of air, and wheel was hot passing Great Cacapon; he stopped train at Sir Johns Run and brake was released. Good work on the part of Ditto; it shows he was on the alert.



Operator C. E. Otto, about 7.50 a. m., June 6, while walking to work, first trick at Rodemer, discovered defect in eastbound track near Bishops farm and stopped train, which approached shortly after his discovery. Proper repairs were made. Otto is to be commended for his watchfulness and prompt action.

### Wheeling Division

On June 28 at 4.05 a. m. as train No. 88 was going through Littleton, conductor W. E. Hicks and engineer C. B. Harrington discovered roof on east water tank on fire. They stopped their train, went back, aroused those living nearby and notified operator. The dispatcher had trackmen called. They also stayed at the fire and did all they could to save the Company's property, conductor Hicks using short hose to keep fire from catching underneath tanks until he was relieved by trackmen. Conductor Hicks deserves special mention for this deed.

On June 30, brakeman M. E. Lee noticed switch points at agent's siding open a half inch and called supervisor's attention to the condition. Instead of backing out as is the custom, No. 72 pulled through siding, thus avoiding a possible derailment.



M. E. LEE

On July 10, brakeman J. G. Van Allen, sitting in coach of train No. 3, looked ahead and saw a child about two years old playing on track. He was in the act of pulling the emergency when he felt an application. Engineer Cummins had seen the child and was stopping. The train stopped without striking the child and the fireman went forward, picked it up and handed it to its frantic mother, who lived on the bank near the track. This occurred near west switch at Barrackville and had it not been for a slow order the child would undoubtedly have been killed. Brakeman Van Allen and the engine crew were quite shaken up by the occurrence.

### Ohio River Division

On August 9, fireman E. E. Cole, train No. 714, fell off top of coal gate while approaching Sistersville water tank, slightly injuring his

back, and incapacitating him from duty. No fireman was available at Sistersville and supervisor S. S. Johnson, who was riding engine, assisted Mr. Cole up into the cab, and fired the engine into Brooklyn Junction, a distance of ten miles. The train arrived at that point on time, there being no delay on account of injury to fireman. Another fireman was secured at Brooklyn Junction, and supervisor Johnson accompanied Mr. Cole to his home in Parkersburg.

Mr. Johnson has had very little experience as a fireman, and engineer Augustine states that he kept up plenty of steam. He should be commended for his interest and willingness in assisting in the handling of this train.

W. A. Burns, conductor on No. 92, during the severe storm on July 8, 1915, that destroyed wire communication, displayed superior judgment in making safe the movement of the following train, No. 110. At Pleasant Plain he left the operator written instructions that he would flag for No. 110 on reverse track to Midland City, thus reducing delay to minimum. His personal interest and efforts are commended.

A. J. Saunier, agent operator at Pleasant Plain, has been commended for meritorious service performed July 7, 1915.

C. Beebe, brakeman, has been commended for meritorious service performed August 7, 1915.

### Cleveland Division

Brakeman R. D. Harrison is to be commended for discovering defective condition in track at Lorain, O., on August 24.

Conductor C. B. Campbell is to be commended for his watchfulness in discovering defective condition in track at Crystal Springs, O., on the morning of August 24. Mr. Campbell has been in the service of the Company for thirty-six years.

Engineer T. M. Sullivan is to be commended for discovering approach to train shed at Cleveland passenger station on fire on August 16, when he stopped his engine and put the fire out before serious damage occurred.

Brakeman W. R. Billingsley is to be commended for finding obstruction on track, June 27, and removing it before train passed.

A regular patron of the Company's passenger trains in eastern Ohio, who has traveled extensively in this country, told an official recently that conductor Mark Burris, of Bridgeport, who is employed between Bridgeport and Cleveland, is the most courteous railroad trainman he had ever met. Such endorsement is a great credit to conductor Burris as well as to the Company, which enjoys a wide reputation for courteous employees.

Engineer F. Bachtel is to be commended for discovering defective condition in track at coal chute, Warwick, Ohio, on August 2.

On August 4, V. C. Bannister, well driller, working at Belden, Ohio, discovered defective condition in main track at that point and promptly reported it to our supervisor, who made repairs.

Mr. Bannister has been written an appropriate letter by superintendent Lechliden.

Conductor P. F. Murphy, Lorain yard, is to be commended for finding obstruction near westbound main track, Lorain yard, August 25, and promptly clearing track.

Fireman J. E. Eckles, Lorain yard, is to be commended for discovering defective condition on car in yard train, August 20, and having same fixed promptly.

Engineer A. R. Singletary is to be commended for discovering obstruction alongside of track on August 4, and having it removed just before passenger train passed. Mr. Singletary has been in the service for thirty-seven years.

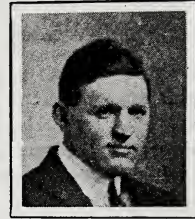
### Newark Division

Conductor O'Connor, train No. 97, engine No. 4098, has been commended for his efforts to get train over the road on July 30. He was short a fireman twice on his run and jumped in and did his work, keeping up good steam. He was entirely unused to this kind of work, it was unusually warm and he was not dressed for the occasion. Therefore, meritorious entry has been placed to his credit for his action in this case.

On August 4, Robert C. Harry, night clerk, Mt. Vernon freight station, while on his way home found defective condition in track one and one-half miles west of Mt. Vernon, and promptly called operator at Mt. Vernon over Company's telephone and reported condition.

He has been thanked for his prompt action, and the Discipline Bureau has made meritorious entry on his service record.

On July 15, yard conductor J. R. Hefley, while switching cut of cars in westbound yard, Newark, noticed that N. R. L. car No. 5580, loaded with coal, was defective. He promptly called attention of yardmaster to the condition, and car was cut out and placed on shop track for repairs. The watchfulness of conductor Hefley in this case is appreciated, and a meritorious entry has been made on his record.



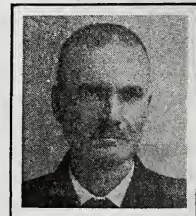
J. R. HEFLEY

### Pittsburgh Division

J. V. Young, third trick operator at Liberty Avenue, has been commended for meritorious services rendered July 18.

Signal repairman J. P. Root has been given a letter of special commendation for services rendered July 9, at Ayers Hollow.

The accompanying picture is of flagman J. M. Conners, who has been commended for meritorious service, rendered at Rankin, Pa., July 12. Mr. Conners entered the service of the Company April 24, 1885, and from that date until January 30, 1891, worked on the Wheeling and Pittsburgh Divisions as brakeman and conductor. Owing to injuries he was on relief until October 11, 1891, when he resumed duty, being assigned to switches until April 12, 1899, when he started flagging on the Versailles Drag, in which position he is now employed.



J. M. CONNERS

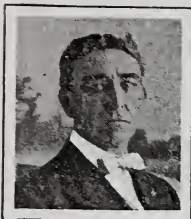
### New Castle Division

On August 2, brakeman R. P. Stevenson discovered a condition in his train which might have led to damage to freight equipment. His observance and prompt action in this case are appreciated by the division officials, and commendatory entry has been made on his record.



### South Chicago

On Sunday, July 11, engineer J. H. Smith, in charge of local switching engine No. 2230, while passing stock yard train, engine No. 2365, on siding at South Chicago, observed a dangerous condition on the first car behind the tender. The car was promptly switched out by orders of terminal trainmaster Booth. Had it been permitted to run in this condition, it would possibly have caused an accident and for the prompt action in



J. H. SMITH

reporting the case, engineer Smith has been commended. Engineer Smith entered the service on October 1, 1899, as fireman, and was promoted to engineer on March 27, 1904.

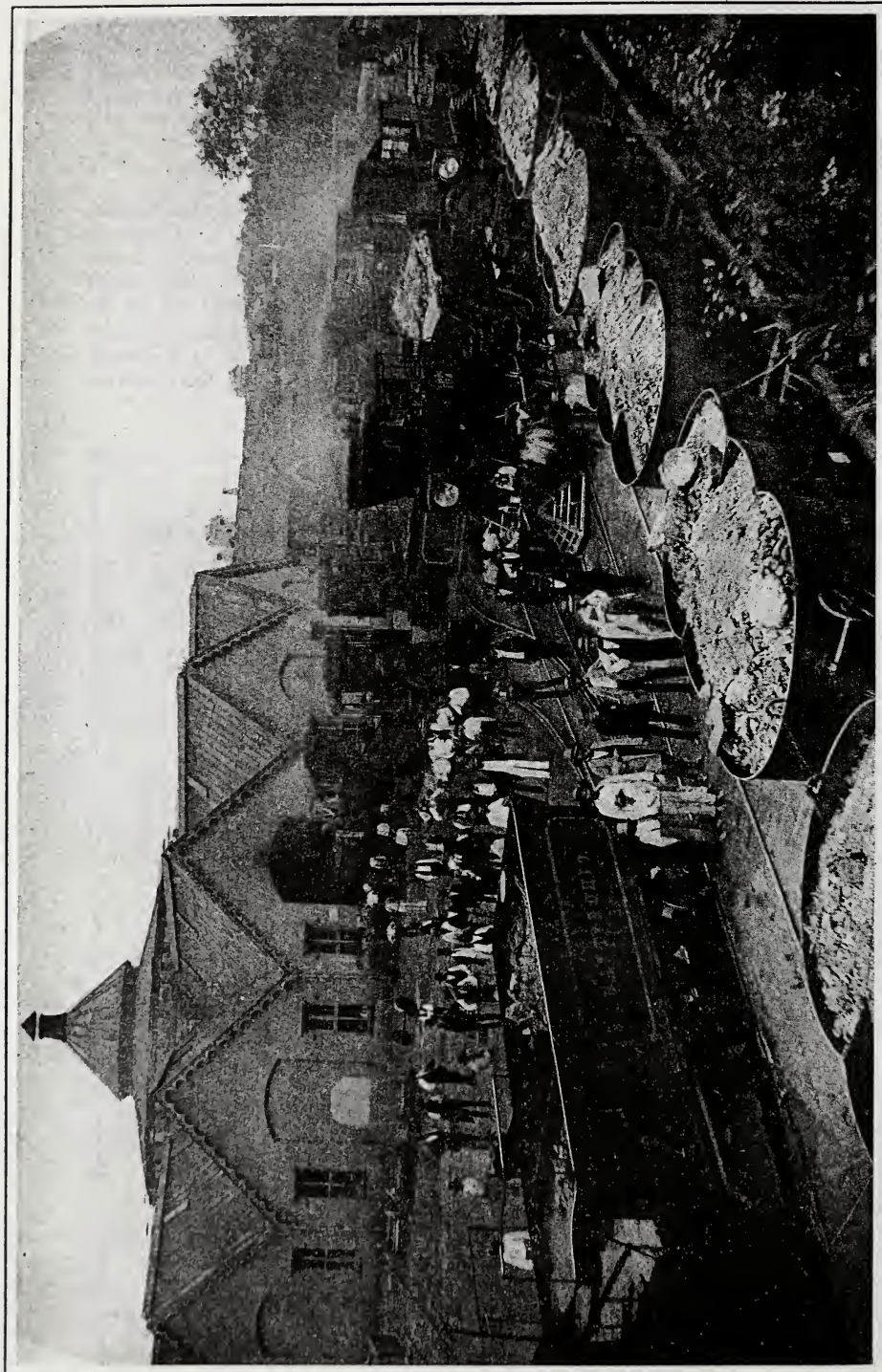
### Indianapolis Division

J. H. Stark, agent at Hume, Illinois, has been commended for prompt action taken in handling and reporting a dangerous yard condition discovered by him while checking his yard recently. Agent Stark has been in the service of this Company since 1889 and has shown on many occasions that he is a wide-awake agent and a Company man all the time.

## Rank of Divisions and Districts in Performance of Quick Dispatch Trains for June and May, 1915

DIVISION	RANK	
	June	May
Indiana.....	1	8
Illinois.....	2	2
Cleveland.....	3	1
Ohio.....	4	5
Cumberland, East End.....	5	3
Monongah.....	6	4
Connellsville.....	7	10
Toledo.....	8	6
Cumberland, West End.....	9	7
Indianapolis.....	10	15
Baltimore.....	11	14
Newark.....	12	11
Pittsburgh.....	13	9
Philadelphia.....	14	12
New Castle.....	15	16
Wheeling.....	16	17
Staten Island.....	17	13
Chicago.....	18	18
DISTRICTS.		
Baltimore and Ohio Southwestern.....	1	1
Main Line.....	2	2
Cincinnati, Hamilton and Dayton.....	3	3
Wheeling.....	4	6
Pittsburgh.....	5	5
Staten Island.....	6	4

Office of General Superintendent of Transportation  
July 9th, 1915



MARTINSBURG SHOP THREE YEARS BEFORE THE CIVIL WAR

Note the class of heavy freight engine, then the pride of the railroad, and the peculiar shape of the "battle ship" coal hopper as compared with our modern style hopper. Communication between the conductor and engineer in those days was carried on by means of the bell cord, which runs through the top of each coal car. The old style Lincoln high hat is very much in evidence.





## AMONG OURSELVES

### GENERAL SAFETY COMMITTEE

E. R. SCOVILLE, Transportation Department, *Acting Chairman*

### Advisory Committee

A. HUNTER BOYD, Law Department

J. W. COON, Operating Department

DR. J. F. TEARNEY, Relief Department

### Baltimore & Ohio Building

#### EDUCATION FOR EMPLOYEES

An educational institution which every year attracts a large number of Baltimore & Ohio employees is the Central Y. M. C. A. of Baltimore. Principally through its night classes it aids to increase the efficiency of the ambitious man, and to enable him to secure promotion and better salary. The chap who left school early to go to work and the college graduate alike can find in its program something to meet his needs.

The scope embraces nearly every subject. In fact the Y. M. C. A. has a complete educational system ranging from a grammar school to a college. It consists of six schools and many miscellaneous separate classes: a day school with business, elementary and preparatory courses, an employed boys' grammar school with all grades, a business school offering bookkeeping and stenographic courses, a technical school giving instructions in drafting, electricity, structural engineering, a preparatory school and a school of commerce and finance, authorized to grant degrees on the completion of one

of the courses in accountancy, business administration, foreign trade, advertising, real estate or banking.

The policy of the association is a broad one. Its privileges are open to all men on equal terms. It seeks to give them physical and mental recreation at nominal cost. All its instructors are experts in the subject which they teach, many being local practitioners and some come from New York City each week for the purpose of instructing there.

All men need education. As soon as a man decides that he "knows it all," just so soon does he begin to deteriorate and die. No one can stand still; it is either growth or decay. Every man should double his capacity about every ten years, not only as means for advancement but to keep abreast of the times. Time, manners and methods change rapidly now-a-days; and the mill cannot grind with water that is past. Hence the increased emphasis on education and improved facilities for obtaining it. Benjamin Franklin said, "If a man empties his purse in his head, no one can take it from him. An investment in knowledge always pays the best interest."

## MILK AND ICE FUND

The Baltimore employees of the Baltimore and Ohio Railroad have organized a penny-a-day circle to help the babies, the sick and the aged of their city. Every member of the circle gives one cent a day to the Milk and Ice Fund, from which milk and ice are provided for those who cannot afford to buy it.

The Milk and Ice Fund is fostered by The Baltimore *Sun*, which apportions the money contributed between the Babies' Milk Fund Association and the Federated Charities, with the understanding that every cent must be spent for relief work among the city's dependent sufferers.

It was on July 15 that the work of organizing the Baltimore and Ohio Employees' Circle No. 7 began in the Central Building. B. Viehmeyer of the transportation department, and Miss Frieda Volz, of the auditor merchandise receipts' department, started the movement. Robert E. Ebert, of the auditor of merchandise receipts' department, was elected chairman of the circle by the employees, and the money collected in the several departments is turned over to him once a week.

Since the movement began, the circle has reached the point where it is contributing about \$50.00 a week to the Milk and Ice Fund. It costs about \$5.00 to provide milk and ice for a baby or a sick or aged adult for a period of three months. At this rate, ten babies or adults a week are being given proper nourishment by Baltimore and Ohio employees alone.

Several thousand babies and several hundred adults depend in whole or in part upon the Milk and Ice Fund. The principal work of the fund has been the saving of babies' lives. In the city of Baltimore as a whole, one baby in every eight dies before it is a year old. But of the babies cared for through the Milk and Ice Fund only one in every 25 dies.

The departments of the Baltimore and Ohio, that have joined this movement are as follows: Auditor of Merchandise Receipts, Car Service, Transportation, Auditor of Coal and Coke Receipts, Ticket Supply, Superintendent of Telegraph, Auditor of Passenger Receipts, "GO" Telegraph, Auditor of Disbursements, Auditor of Revenue, Freight Tariff, Printing, Riverside Shops, Local Freight, Relief, and EMPLOYEES MAGAZINE.

J. William Phipps, Jr., became secretary to our industrial agent, with headquarters at Pittsburgh, Pa., effective September 1.

This young man was with the stationer in Baltimore for some time, leaving him to accept a stenographic position in the traffic department. From that department he was transferred to the office of the captain of police at Pittsburgh as stenographer, and continued in that capacity until his recent promotion.

## Passenger Department

To the Editor:

I am one of the bachelors to whom my friend, Mr. Groell, refers in "More Truth Than Poetry"

which appeared in the August issue of the EMPLOYEES MAGAZINE. He seems to think I ought to view his position "with a good bit of envious green in my eye." Kindly let me use a little of your space to defend myself and other life termers.

Mister Bachelor, so lazy,  
Truth to tell you're kind o' crazy  
And you need some one to prod you  
Make you go—go—go.

Some one who will say "Now, Willie,  
Don't you be so slow and silly  
But go out and grab some shekels,  
Pile them in a row."

One to say "Your head is wooden  
But I'll bake you lots of puddin',  
Apple dumplings and such like things."  
This would make you wed, by Joe.

Then you'd sally forth to conquer,  
Grab your little horn and honk 'er,  
Let the old world know you're in it  
Don't you know—know—know.

E. S. COLLINS,  
Passenger Department.

## The Car Service Forum

WHYS AND WHEREFORES

BY WILLIAM RUDDELL MACKIN

If Frederick started Wheeling bricks  
To Seymour buildings rise,  
Would Locust Point the builders out?  
Would Cumberland the prize?

If Benwood let Columbus fly  
In Cleveland's aeroplane,  
Would he sail around Mt. Braddock  
Watching Akron to Lorain?

If the Keyser built New Castle,  
Would he get a good Bay View?  
Would a windstorm make Mt. Airy  
And make Point Pleasant too?

If Brunswick's Shops are making tracks  
To Relay Washington,  
Would Darby climb up Forest Hill  
To watch the Herring Run?

If Noah had built Newark  
Just Toledo happy life,  
Would Jessups Marietta  
Or take Flora for his wife?

If Harper's Ferry lands at Storr's  
And Carroll wants a ride,  
Will Bradshaw buy a Dayton there  
And drive by Riverside?

If Newton Falls, would Bennings try  
To swim in Curtis Bay?  
If Clifford's bed has Berkeley Springs,  
Would that keep Holloway?



If Cameron ate an ice-cream Cone  
And smoked a Piedmont, too,  
Perhaps the Baltimore-Heigho  
Would know just what to do.

Let the Taylor Twins do your work.

The apple colic days have come, the saddest  
of the year.

If a stogie's once begun, never leave it till  
its done,

For if you let it lie about, the stump may  
turn to sauer-kraut.

(Respectfully referred to the Society for the  
Prohibition of Cabbage Cigars.)

Lot's wife turned to salt but lots of our wives  
are inclined to get peppery.

Life is one grand sweet Neuberger!

Our girl is cutting her candy teeth.

(In compliance with President Wilson's pro-  
clamation of neutrality, kindly refrain from ex-  
pressing any feeling of partisanship while  
reading the articles under this heading.)

A few things we would have torpedoed were  
we, Rear Admiral of the Baltimore & Ohio  
Submarine Flotilla:-

Low necks.	The diurnal grouches.
The fresh air fanatics.	Flies.
Sneezes.	Liquid soap.
Peek-a-boo wearing apparel.	
The rubber stamp plunderbund.	

#### SEE MARYLAND FIRST

The poet sings of sunny climes  
Where Nature's works entrance;  
Of Alpine peaks in Switzerland;  
And verdure-valleyed France;  
Of Ireland's lakes and castles old  
Rich in historic glory;  
Of Scotland's crags and England's glebes;  
Of Greenland's wintry story;  
Yet there's a spot where Beauty's cheek  
Is fanned while zephyrs blow—  
'Tis airy, fairy Maryland  
Where black-eyed Susans grow.

Let wanton waters writhe and leap,  
And round Old Earth entwine  
With calm embrace or tempest grasp,  
Reach oceanic brine;  
Ye trepid rivers fraught with stealth  
Sweep down from Nature's hills,  
And gather force from mountain source,  
Increase it from her rills;  
Sublime ye be, from heights to sea,  
Around you splendors glow—  
Yet rare, more rare, is grandeur where  
The black-eyed Susans grow.

On Harford's hills and Cecil's slopes  
The rose and lilac bloom,  
While Blue Ridge peaks and Eastern Shore  
Inhale their sweet perfume;

Old Frederick's peach will ever vie  
With fruit from Howard's vine,  
While lofty oaks spread shelter all  
Along the Old Main Line;  
Ye bards may sing of temperate climes  
Or lands of ice and snow,  
But give me sunny Maryland  
Where black-eyed Susans grow.

Have you a little black-eyed Susan in your  
home?

#### Accounting Department

Looking back over the development of Balti-  
more in a half century and recalling intimately  
its citizens of prominence in the public, business  
and railroad life of the city during war times,  
John F. Hayden, a member of the accounting  
department of the Baltimore & Ohio, on August  
9, 1915, celebrated the fiftieth anniversary of  
his continuous employment by the Company.

Friends of the veteran railroad man, remem-  
bering the date of the anniversary, made the  
day the proudest of his business career when  
they decorated his desk with a bouquet of  
roses—a flower for each year with the road.  
And all day long officials and clerks of the  
present generation paid their respects to the  
nestor of the men in the Baltimore & Ohio  
Building and heard him tell how railroad affairs  
were administered by those who are now a part  
of the Company's history.

Mr. Hayden's proudest record is the com-  
pletion of fifty years without once being late  
or absent, for he said that he started on time  
and has been that way during the years through  
which he has seen the fathers pass on and  
the sons succeed them on the Baltimore &  
Ohio.

It was like drawing a curtain for a glimpse of  
Maryland and the Old South to hear Mr. Hay-  
den narrate the story of his early manhood,  
for he served with distinction in the Confed-  
erate army throughout the Civil War, was  
promoted for valor on the field of battle and  
was mustered out after General Lee's surrender  
at Appomattox.

Born October 9, 1841, Mr. Hayden enlisted  
in the Confederate army in July, 1861, following  
the battle of Manassas, and going to Richmond  
with a party of Marylanders, the Second  
Maryland Regiment Baltimore Light Artillery  
was formed and equipped by the city of Rich-  
mond. Later he was transferred to the cavalry  
and after serving for eighteen months under the  
command of General "Stonewall" Jackson the  
Marylanders became a part of General J. E. B.  
Stuart's command. The cavalry in which Mr.  
Hayden was enlisted took part in all of the en-  
gagements of the Army of Northern Virginia,  
including the two battles of Winchester, Antie-  
tam, Gettysburg and the seven days' siege of  
Richmond.

At the battle of Yellow Tavern, Va., Mr.  
Hayden was seriously wounded and was con-  
fined to the hospital for eight months.

At the close of the war he returned to Balti-  
more and was employed by the Baltimore &

Ohio in charge of the pay rolls of trainmen and of the rails used in the tracks, under John L. Wilson, master of road. He was later transferred to the general freight department under W. E. Dougherty, general freight agent, and C. E. Ways, assistant general freight agent.

The accounting department of the local railroad was organized as one of the first of such branches of railroad administration in the country. This was about 1880 and Mr. Hayden was selected with one other representative of the traffic department to take charge of its accounts under the new organization. Two representatives were similarly transferred from each branch of the railroad.

Mr. Hayden is now in charge of the cash receipts of all agents of the Baltimore & Ohio, who report under a daily system of accounting to headquarters.

Harry S. Phelps of the auditor of passenger receipts office was offered the nomination as candidate for the Maryland House of Delegates on the Democratic ticket, but after considering the matter carefully, declined. Mr. Phelps has served as clerk to Mayor Waters and the city council of Laurel, Md., for the past three years and has been a newspaper correspondent for several years. He is a son of Mr. Edward Phelps, who, for seven consecutive terms, was mayor of Laurel and who was responsible for a number of improvements in this little city during his tenure of office. Mr. Phelps' father was offered the nomination after his son had declined it, and accepted, although he would have preferred to see his son take it.

Where is Henry C. Elphinstone? Does any one know? To make a long story short, Elphinstone became a benedict the latter part of June, and in his letter of thanks and appreciation to his fellow clerks, he stated, following the usual passing around, "will be at home to friends after August 1st." As his fellow clerks are waiting patiently, and feel that the expected huge night is long overdue, we will ask the MAGAZINE to assist the boys in locating Elphinstone with a view to pushing the cause along.

If you stand in with "Lilly," the jitney girl, you can get seven trips for a quarter. For information, see Tom Littig.

Should anybody want to spend a pleasant evening "frogging," call upon Fatty Keen and Bishop Green.

You all know Chris Smith. He remarked the other day, "Gee I wished that blamed war was over." Realizing that he has been married for the last "ten" years, and can boast of kissing no one other than his wife, it appeals to him as being too much of the one thing. "War."

### Police Department

Bulletins sent out by our publicity department state that our police department in many cities is making strenuous efforts to keep trespassers off our tracks. Captain Denton, in

Baltimore, has sent to the Baltimore schools copies of the "Nevers for Children," which was published in the MAGAZINE more than a year ago and believes that this method of persuading children to keep away from our property will be very effective.

In Philadelphia and at other points on his division, particularly at Wilmington, captain Elphinstone has succeeded in enlisting the support of the newspapers in suppressing the nuisance.

This is one of the many fields in which all of the employes can lend active cooperation and it is hoped that we may soon see a marked reduction of trespassers on our line.

## New York Terminal

Correspondent, S. W. NELSON, *Assistant to Cashier, Pier 22*

### DIVISIONAL SAFETY COMMITTEE

WM. CORNELL.....	Terminal Agent, Chairman
W. B. BIGGS.....	Agent, Pier 22, N. R.
E. W. EVANS.....	Agent, St. George, S. I.
J. J. BAYER.....	Agent, 26th Street, N. R.
J. T. GORMAN.....	Agent, Pier 21, E. R.
A. L. MICKELSEN.....	Agent, Pier 7, N. R.
ALBERT OSWALD.....	Foreman, Pier 22, N. R.
MICHAEL DEGNON.....	Foreman, 26th Street, N. R.
W. D. RITTER.....	Foreman, Pier 7, N. R.
EDW. SALISBURY.....	Assistant Terminal Agent
JOHN JOHNS.....	Master Carpenter
N. JOHNSON.....	Clifton Shops
E. G. GLARK.....	Tug Captain
EDW. SPARKS.....	Marine Engineer
HENRY BULL.....	Barge Captain
NIELS GADEBERG.....	Barge Captain



CAPTAIN C. H. KEARNEY, WIFE AND CHILDREN  
ON TUG HUGH L. BOND, JR.

The annual outing of the Company employes at New York and St. George was held on Sunday, August 8th, at Duer's Grove, Whitestone Landing, Long Island. The management very kindly gave us the use without charge of the steam lighter Potomac, which left Pier 22, 9.30 a. m., arriving at Whitestone for a late breakfast. After eating, a very well played game of baseball was staged between Pier 22's



office force and a team composed of the tugboat men and some of the men from St. George. The



**LEONARD MOSS**

7 months old son of Sam Moss, Correction Clerk, Pier 22, N. Y.

game was won by Pier 22, the score being eight to three. Credit for the victory must be given to pitcher McKiernan and assistant terminal agent Bausmith, who played first base, and center fielder Joseph Burns, who came from Baltimore for the day. After the game, the remainder of the athletic program was completed, there being valuable prizes for the winners of the various running and jumping contests.

After they had been finished the merry-makers proceeded to the dining room, where a sumptuous dinner was served.

The homeward journey was very pleasantly spent in dancing on the deck of the boat to the music of Mr. Winter's band, and selections were also rendered by Harry Casey, chief clerk of the westbound department at Pier 22.

Among those present were C. W. Tomlinson, general-eastern freight agent; Mr. Martin, assistant treasurer and manager of the Baltimore & Ohio stores; W. Cornell, terminal agent; E. W. Evans, agent, St. George; F. I. Bausmith, assistant terminal agent, and about 150 of the employes of the lighterage department, office force and tugboat men.

## Staten Island Rapid Transit Railway Company

Correspondent, R. GROELING, *Chief Clerk*, Clifton, S. I.

### DIVISIONAL SAFETY COMMITTEE

F. C. SYZE.....	Chairman, Assistant Superintendent
B. F. KELLY.....	Vice-Chairman, Trainmaster
C. M. DAVIS.....	Secretary, Trainmaster's Clerk
W. B. REDGRAVE.....	Engineer Maintenance of Way
J. S. SHEAFE.....	Master Mechanic
A. CONLEY.....	Road Foreman of Engines
F. PETERSON.....	Supervisor of Station Service
DR. F. DEREVERE.....	Medical Examiner
W. L. DRYDEN.....	Signal Supervisor
E. ALLEY.....	Track Supervisor
J. B. SHARP.....	Coal Agent
J. JOHNS.....	Master Carpenter
J. A. CAMPBELL.....	Captain of Police
J. A. LARKIN.....	Chief Train Dispatcher
D. BUCKLEY.....	Passenger Engineer
T. MAY.....	Fireman
M. W. MCGARVEY.....	Freight Conductor
F. J. BANKS.....	Freight Trainman
JOHN GAY.....	Yard Conductor
M. ALLEN.....	Foreman
W. L. ATCHESON.....	Carpenter Foreman
H. ERWOOD.....	Carpenter
M. MANCUSI.....	Section Foreman
H. SMITH.....	Shop Foreman
P. GARRITY.....	Car Inspector
J. TRAINOR.....	Car Repairman
E. L. HAND.....	Freight Agent
E. DECKER.....	Freight Agent
E. W. EVANS.....	Terminal Agent



**ST. GEORGE, FREIGHT YARD**

Conductor Hugh Morrow spent a pleasant vacation visiting Niagara Falls and other points of interest.

Clarence Davis, chief clerk to trainmaster, spent a delightful vacation by making a trip from New York to Baltimore, thence to Portland via steamer, stopping off in the northern part of Maine and motoring from Maine to New York.

Sunday, July 18, was a record day for the S. I. Lines, 445 trains were run and 73,800 passengers carried without an accident of any kind.

The outlook for a busy winter in the coal and merchandise freight is very good.

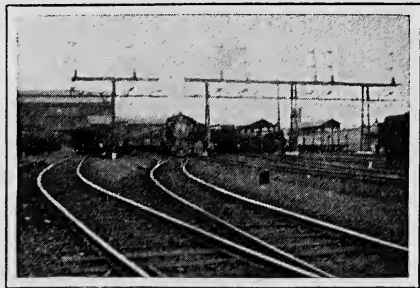
All the boys were glad to see general superintendent Clark back on the property after several weeks illness.

Engineer Ralph Saunders and wife spent a very pleasant vacation at South Shaftsbury, Vermont.

Harry Lawrence, draughtsman, and family, have returned from a pleasant vacation spent at Newport, R. I. "Harry" is now making week-end trips to Middletown, N. Y., to visit his folks.

Ben Levy, clerk in storeroom, spent his vacation in Montreal and other points in Canada. "Ben" says that he nearly joined the army.

Fred Rickhow, foreman painter, with his wife and daughter, spent their vacation at Goodrich, North Dakota.



**A VIEW OF ST. GEORGE TERMINAL**

Conductor Dan Hayes made a trip to Detroit, Mich. On his way back he visited Chicago, going through the lakes to Buffalo and stopping at Niagara Falls.

J. T. Furman, timekeeper in the maintenance of way department, and Fred Nodocker, of the lighterage department, made a trip over the System. The report is that the Staten Island Lines look pretty fine.

D. A. Riley, draughtsman, spent his vacation with his parents at Athens, Ohio, also visiting other points of interest on the System.

E. Alley, track supervisor, is visiting his family at Moundsville, W. Va.

Good progress is reported on the repairs to Transfer Bridge No. 1 at St. George.

Work has been commenced on the new passenger station at Grant City on our lines.

The new siding for G. W. Allen at Grasmere has been completed and put into service.

Joseph McDonald, signal repairman, spent his vacation with his parents in Baltimore.

W. L. Dryden, signal supervisor, with his wife and daughter, spent a recent week-end at Atlantic City, N. J.

"Bunt" Denyse, chief clerk in coal pier office, says that he made one of the biggest trips ever in two weeks. He visited Niagara Falls, Buffalo, Toronto, Rochester and other cities in the northern part of New York and in Canada.

Wm. Yerks, secretary to vice-president C. C. F. Bent, spent a pleasant vacation at Lake George and in the surrounding country.

The Staten Island people at Clifton hope to prepare for the MAGAZINE a comprehensive article on the educational work now being done among our employes in cooperation with the New York Board of Education.



LOCOMOTIVE No. 17

Engineer P. CARROLL, on ground; Fireman AUGUST J. NICKEL, on pilot beam



SOME OF OUR CLIFTON SHOP MEN AT CONEY ISLAND

Top row: JAMES RYAN, BOB O'CONNOR, F. RITTERHOFF, JOS. GALLAGHER. Bottom row: JOS. WOODLAND, WM. WHELIHAN and "DICK" SMILES

## Philadelphia Division

Correspondent, J. C. RICHARDSON, Chief Clerk

### DIVISIONAL SAFETY COMMITTEE

S. T. CANTRELL.....	Superintendent, Chairman
W. T. R. HODDINOTT.....	Trainmaster
F. G. HOSKINS.....	Division Engineer
J. KIRKPATRICK.....	Master Mechanic
J. E. SENTMAN.....	Road Foreman of Engines
F. H. LAMB.....	Division Claim Agent
T. B. FRANKLIN.....	Terminal Agent
DR. C. W. PENCE.....	Medical Examiner
GEORGE RULE.....	Freight Engineer
C. C. HLE.....	Freight Fireman
SHELLY LARKINS.....	Road Conductor
OTTO PISCHE.....	Yard Brakeman
W. B. DAUER.....	Boilermaker
J. M. KAVANAUGH.....	Car Repairman
R. C. ACTION.....	Secretary to Superintendent, Secretary

Miss Anna R. Dixon, Agent, Kiamensi, Del., who has been on the sick list for the past several months, is slowly regaining her health.

H. M. Balthis, side-wire operator, "DI," is at his home in Strasburg recuperating. During his absence, Miss Grace Mulhern, formerly clerk in terminal agent's office, is filling the position.

George W. Coyle, locomotive engineer, Philadelphia Division, has taken out patents for a motor mechanism for reversing fluid-operated engines. Here's luck, George.

John Connor, for many years agent at Wooddale, Del., now warehouseman at Newark, Del., drew the \$50.00 gold prize in the Veterans' drawing in July for benefit of floral fund. John, this will come in well on your trip to the Panama Exposition.

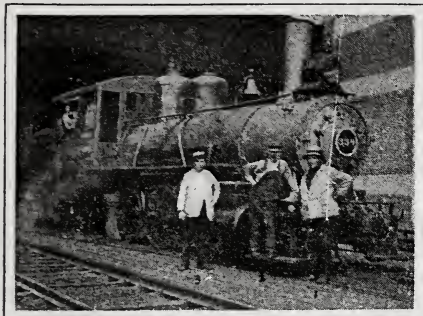
H. S. Moser, formerly traveling storekeeper, has been appointed storekeeper at East Side, Philadelphia, vice W. J. Dunlop, transferred.

On July 4, Independence day, there was born in Philadelphia to H. B. Voorhees, our former superintendent, now general superin-



tendent, Cincinnati, Hamilton & Dayton Railway, and wife, a son. Many congratulations!

On July 22, a meeting of yard and trainmen was held in terminal trainmaster's office, East Side, and various matters of interest were discussed. A number of employes and officials were present, but not as good a turnout as was expected on account of the heavy rain storm. Another meeting is to be held soon, when a larger attendance is anticipated.



1—Conductor HOWARD TOMLINSON; 2—Brakeman H. P. DUGAN; 3—Brakeman LARRY GATTINS; 4—Engine-man CHAS. E. WEBB. These four men have been in the Company's service an aggregate of 135 years

## Baltimore Division

Correspondent, J. B. MORIARTY, *Superintendent's Office*, Camden

### DIVISIONAL SAFETY COMMITTEE

P. C. ALLEN.....Chairman  
J. P. KAVANAGH.....Vice-Chairman  
T. E. STACY.....Secretary Y. M. C. A., Riverside  
E. K. SMITH.....Secretary Y. M. C. A., Brunswick  
G. H. WINSLOW.....Secretary Y. M. C. A., The Wash. Term. Co.

### Relief Department

DR. E. H. MATHERS.....Medical Examiner, Camden  
DR. J. A. ROBB.....Medical Examiner, Washington, D. C.  
DR. J. F. WARD.....Medical Examiner, Winchester, Va.

### Claim Department

R. B. BANKS.....Division Claim Agent, Central Building

### Transportation Department

S. A. JORDAN.....Assistant Superintendent, Brunswick  
C. A. MEWSHAW.....Trainmaster, Camden  
E. C. SHIPLEY.....Road Foreman of Engines, Riverside  
H. F. HOWSER.....Road Foreman of Engines, Harrisonburg, Va.  
W. T. MOORE.....Agent, Locust Point  
D. M. FISHER.....Agent, Washington, D. C.  
W. E. SHANNON.....Transfer Agent, Brunswick  
A. M. KINSTENDORFF.....Agent, Camden  
F. J. BREIDENBACK.....Mt. Clare Junction  
C. G. BASTIAN.....Freight Conductor, Riverside  
A. W. ECKER.....Freight Conductor, Riverside  
R. M. BOWMAN.....Freight Fireman, Riverside

### Maintenance of Way Department

H. M. CHURCH.....Division Engineer, Camden  
C. A. THOMPSON.....Signal Supervisor, Camden  
E. E. PEDDICORD.....General Foreman, Locust Point  
G. A. NORRIS.....Water Station Foreman, Mt. Clare  
L. C. BOWERS.....Supervisor, Washington Junction  
E. D. CALVERT.....Supervisor, Winchester, Va.  
B. J. DOWIECKI.....Track Foreman, Camden  
N. M. ATKINSON.....Track Foreman, Camden  
J. M. LEAKIN.....Bridge Inspector  
J. J. PARSONS.....Janitor, Camden

## Motive Power Department

### Line of Road

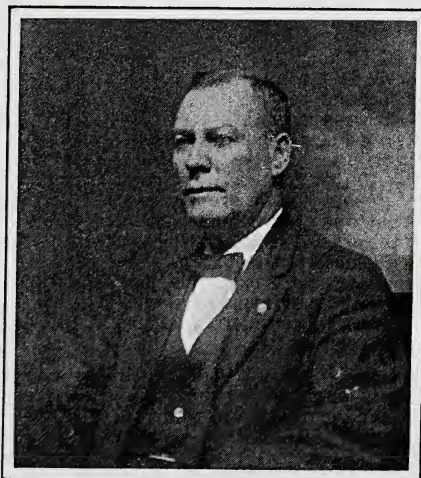
A. K. GALLOWAY.....Acting Master Mechanic, Riverside  
WM. BATTENHOUSE.....General Car Foreman, Riverside  
E. B. COX.....Car Foreman, Locust Point  
M. E. AKERS.....Car Foreman, Brunswick  
V. A. BAILEY.....Car Inspector, Curtis Bay  
T. M. O'LEARY.....Car Foreman, Washington, D. C.  
S. H. ROLLISON.....Carpenter, Riverside  
H. F. ANDERSON.....Car Inspector, Camden

At the maintenance of way meeting at Riverside on July 22, the ladies' entertainment committee showed such splendid hospitality to the section foremen and others present, that a collection was taken up and given to the ladies with the request that they use it for a little excursion of their own. As a result, a couple of weeks later the several hostesses at this meeting went to one of the suburban resorts near Baltimore and had a fine day's outing.

## Washington Terminal

Correspondent, G. H. WINSLOW, *Secretary*  
Y. M. C. A.

Among the recent additions to our membership is that of Charles G. Flaharty, an old and trusted employe of the railroad. Mr. Flaharty has been in the service of the Baltimore & Ohio for thirty-five years, and is a prominent member of the Veteran Employees' Association. He was chairman of the committee of arrangements for the recent outing of the Veterans' Association at Berkeley Springs, W. Va. His acquaintance with this association dates back several years. He made the association his headquarters while engaged in looking after the interests of railroad men who ran trains into this city at the time of the inauguration of President Wil-



CHARLES G. FLAHARTY

son. During the inaugural period Mr. Flaharty was stricken with typhoid fever. As soon as possible he was removed to his home in Baltimore, where a speedy recovery was effected.

For a number of years Mr. Flaharty had charge of train crews at inauguration time, and he has won a fine reputation for his ability to do this work efficiently. We are glad to welcome Mr. Flaharty as a member, and hope that we will be able to render him as much service and help as we are sure he is willing to give us.

A great deal of interest has been shown this summer in the Morning Baseball League. This league was the outgrowth of a request made by men about the Terminal station, who work at night, for baseball. The league consists of four teams: one from baggage department, car department, shops and transportation department, respectively. A schedule of twenty-four games was arranged, beginning May 29. This series was won by the shops team. As this series was completed on July 15, and the men desired to extend the schedule, it was arranged that a second series of twelve games be played, and the winners of each series to play a third series of games for the championship. The baggage department won the second series and is now playing off the championship series with the shops. Each of the members of the winning team in this series will receive an individual medal or cup as an award.

Brakemen W. E. Dixon and B. H. Miller, of the Baltimore Division, acquitted themselves well on the transportation department team. Dixon played at first base, while Miller covered right field. Both men played their positions well and hit the ball consistently.

The Evening Baseball League also had a successful season. A schedule of forty-eight games was played off between four teams, namely: Union station, car department, general office and auditors. General office won the pennant and entered the post-season series for the District championship.

T. M. Thompson, of the superintendent's office, made a trip recently through the northwest, spending several days in Chicago. While there he viewed the ill-fated "Eastland," the overturning of which caused the death of nearly 1,000 persons. He also witnessed the test made by the United States Government of another large steamer to determine whether or not this boat was of such construction as safely to carry the excursionists desiring to use it. After leaving Chicago he met friends, and with them made a pleasant automobile journey through parts of Iowa and South Dakota. He likes the west, but still considers Washington the best place in which to live.

Paul Browne, who has been ill for several weeks, is back at his duties in the battery plant, and his friends are glad to see him in his accustomed place.

An exciting tennis tournament is being held by the members. Walter Nold, of Potomac Yard, is leading at present.

A members' athletic field meet will be held Saturday afternoon, October 9. Fifteen events will be contested, namely, 100 yard dash, standing broad jump, throwing shot backward, bunt and run to base, throwing baseball for distance, 220 yard dash, running high jump, throwing baseball for accuracy, 440 yard run, serving tennis ball for accuracy, running bases against time, fungo hitting, running broad jump, putting shot and one mile relay race. A committee representing the different departments of railroad service are making the necessary arrangements.

The plaza in front of Union Station will be enlarged and beautified by the addition of ground between California and D Streets, northeast. The houses in that section have been razed, and teams are busy filling and grading the property. When completed the approach to Union Station will be one of the most attractive in the country.

Among the new books recently added to the library is a very instructive small volume entitled "The Heart of Blackstone." It gives "the principles of common law put into simple, living language, to the end that it may appeal to the average person and create a new respect for law as such." The author is a lecturer on parliamentary law, and the book is at once orderly, logical, attractive and easily understood."

On a ten days' motorcycle trip is the way L. W. Harris, electrician, spent his vacation this summer.

Ross E. Wollett, who for a number of years has been a member of the committee of management of this association and machinist at the Washington Terminal shops, passed away after a lingering illness. He was greatly interested in the work of the association and active on a number of committees. Last season he managed the shop team in the Terminal R. R. Y. M. C. A. baseball league, and was helpful in promoting athletic sports. He was also a member of the Metropolitan Baptist church and found there whenever opportunity offered. The sympathy of the entire membership is with the bereaved family.

## Washington, D. C., Freight Station

Correspondent, W. H. WHITING, *Chief Clerk*,  
Washington, D. C.

### "WHAT'S IN A NAME"

Some of the boys recently conceived the idea of starting something original and tried to get up a Fox Huhn (t). But upon looking around it was discovered that the only real sport among them was a Fisher (man), so they started off to try to catch some fish. All they could land, however, was one small thin Whiting and one lean White fish. As there were quite a number of them in the party they decided to look for



something more substantial in the way of food, so they wandered up to the Peak of a mountain and, looking over the Ridge (ley), found themselves against a strong Wall surrounding a house. Fortunately there was a door in the wall which opened into a large dining room, and they found that the Witt of the party had procured the services of a Miller and a Grinder, and prepared what he thought would be a joke on the others in the shape of a large oyster Fry. The joke, however, was on the other side, for when they were through, there was nothing left for the cook.

Someone suggested the possible need of a spiritual adviser for the party, so they took with them an Abbott, who presided at the feast with all the dignity that his high office called for.

When the time came to return home they found that their Carr had broken down and its Power was gone, and they were obliged to scramble down the mountain the best way they could. Being a Hardy crowd, however, they did not mind that very much, although some of them sustained damages to their clothes. Fortunately they had a Taylor with them who quickly repaired the "breeches."

They arrived home tired but well satisfied, and congratulated each other that notwithstanding their adventures they were Still-well enough to talk about them, and look forward to another such trip.

The boys at this station are availing themselves of an arrangement that has been in effect for some years, whereby each clerk whose term of service warrants it, can take a few days' rest, the others agreeing to take care of the work of the absent ones. This rest is very beneficial in every way, as it sends all who can enjoy it back to their desks with renewed energy to take up the work of the coming busy fall and winter seasons.

Car service clerk J. C. White spent his vacation at his home in Laurel, Md., and enjoyed to the fullest extent the bright sunshine of that pleasant little town.

Utility clerk Marion Lynn journeyed as far as Haymarket, Va., but returned to Washington after a day or two in order to enjoy the swimming baths in the city.

Assistant cash clerk I. E. Catterton thought that Pindell, Md., was an ideal spot for rest for a few days, and came back full of vigor and prepared to pass out freight bills during the coming months to all who have the necessary cash.

Cash clerk C. E. Warfield spent his vacation with his mother and sister at Woodstock, Va. Charlie's description of the beauties of the Shenandoah Valley made some of the boys wish the Company would run more trains in that direction on Sundays.

Manifest clerk W. L. Santman had two trips in view when he started on his annual trip. His first stop was Hagerstown, Md. Lee spent the fourth of July in that town, and is

there again. Evidently there is a powerful magnet in the Cumberland Valley. From Hagerstown he went to Deer Park to visit his father, who is agent at that station. All who know him are pleased to learn that the mountain air at Deer Park has improved the health of Mr. Santman, Sr., and hope that later on he will return to the Georgetown agency completely recovered.

Richmond, Va., is the natural mecca of some of our southern friends, and yard delivery clerk S. E. Hardy has taken his wife to visit the historic old Virginia capital.

Chief clerk W. L. Whiting spent a Sunday with his wife at Frederick, Md., recently, taking the trolley ride to Braddock Heights. They returned with their lungs full of the ozone of the mountains.

Cashier W. Y. Stillwell recently spent a week end at Hancock, Md., enjoying the fine fishing there. He reports that they were biting freely, and recommends that all who enjoy the sport, visit that pleasant spot.

Claim clerk J. T. Carr is a great friend of all dumb animals, and it was a pleasure to watch our two office cats as they looked for him every morning coming to the office, knowing well that there was some "tidbit" in Jess's pocket for the "kitties." Unfortunately one of his pets died recently.

Virgil Poling, who for a time was connected with the freight claim department in Baltimore, has been transferred to this station as O. S. and D. clerk. We extend to Mr. Poling a hearty welcome.

Louis Malone, who left us in June for other fields of industry, has returned to the fold and is again employed here as assistant O. S. and D. clerk. Louis says it feels like coming back to old friends again.

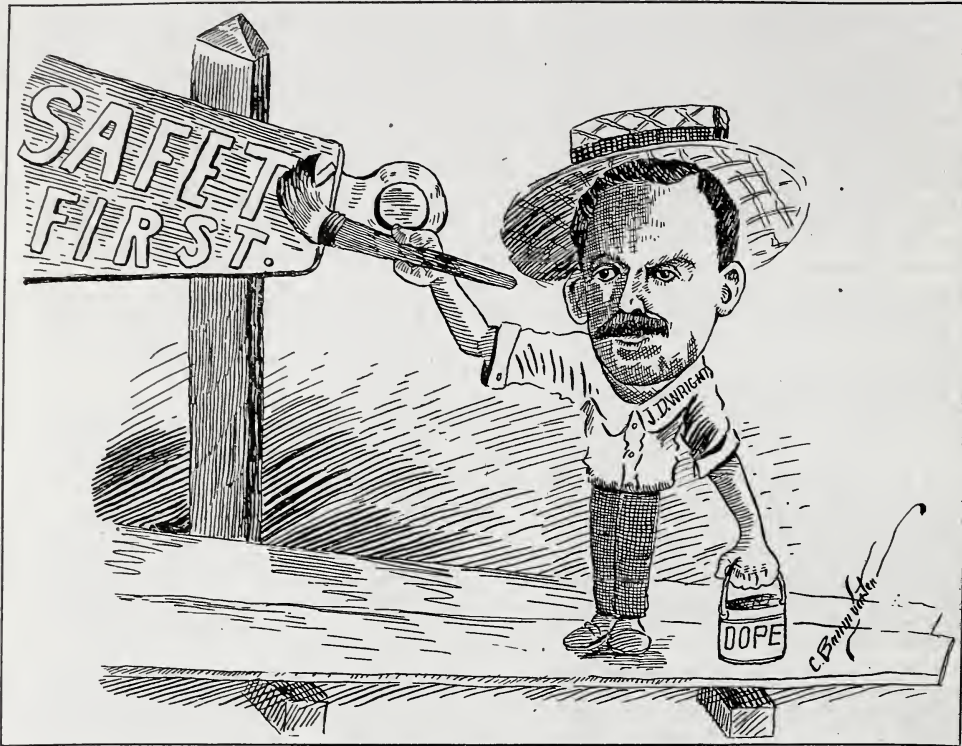
Through the untiring efforts of our freight agent, D. M. Fisher, we possess the best facilities at this station for handling automobiles that can be found anywhere. The result is that at all times our platform presents the pleasing sight of holding from five to fifty automobiles of every make known to the trade, from the stately Packard to the ubiquitous Ford. The dealers in this city are loud in their praises of agent Fisher's interest in their cars, and have come to the conclusion that the Baltimore & Ohio is the "Automobile Line."

## Mount Clare Shops

Correspondent, S. E. FORWOOD, *Secretary*  
to Superintendent

### DIVISIONAL SAFETY COMMITTEE

P. CONNIF.....Superintendent Shops, Chairman  
H. A. BEAUMONT.....General Foreman, Sub-Chairman,  
in charge of Car Department  
W. G. BROWN.....Inspector, Erecting and No. 3 Machine  
PAUL ELDER.....Machinist Erecting Shop  
J. P. REINARDT....Fire Marshall, Axle and Blacksmith  
and Power Plant



CARTOONIST BAUMGARTEN'S CONCEPTION OF J. D. WRIGHT

Who, in addition to being an excellent foreman of the paint shop, and a hard worker for "Safety First," has been directing the Baltimore & Ohio Glee Club during the summer

WALTER GRAVES.....Material, Boiler Shop  
W. B. MAYNARD.....Molder, Brass and Iron Foundries  
R. LITCHFIELD.....Machinist, Nos. 1 and 2 Machine  
W. D. LENDERKING..Pipe Fitter, Pipe, Tin, Tender and  
Tender Paint  
CHAS. J. LEHMEN.....Clerk, Printing Department  
E. E. HANEKAMP.....Clerk, Freight Car Repair  
Track and Middle Yard Repair Track  
J. W. SMITH.....Car Builder, Passenger Car Erecting and Paint  
L. BEAUMONT....Shop Carpenter, Cabinet Shop and Saw Mill

#### Paint Shop

C. E. Gibbs has returned from his vacation. He took the trip to Boston by boat with his family and claims that he ate every meal.

Charles Emmart, who has charge of the paint vault, and who has been sick, seems to be steadily improving. Here's hoping you will be with us soon, Charlie.

Arthur M. Lapp has returned to the office after a week in and around Boston with short stops at Albany and New York.

The passenger car shop has organized a quartette. The boys don't want their names in the MAGAZINE yet, but are of the opinion they will make the Glee Club "sit up and take notice."

N. B.—The president of the Glee Club asked the Editor to say that the members of the club will be glad to "sit up and take notice" of any quartette on the System. "Get in the swim," says he, "join the Glee Club."

#### Stores Department

The clerks in this office are at present taking their annual vacations and the picture on page 85 is a good representation of their tastes. Our German citizen Peter summered at Atlantic City, the conception being that of cartoonist E. G. Benner of this office.

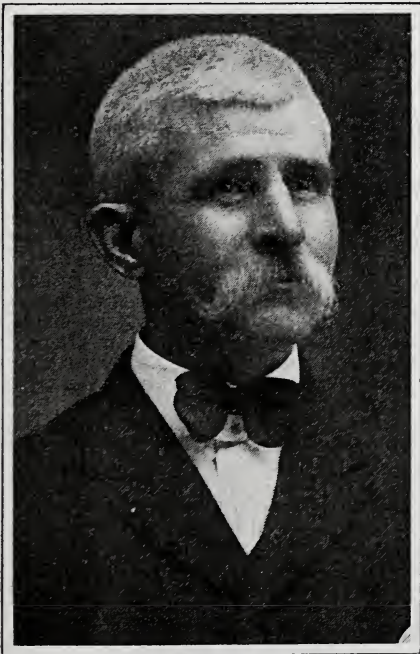
The following changes have been made since the last issue of the EMPLOYEES MAGAZINE. P. M. Evans takes A. L. Miller's position on account of the latter being transferred to the motive power department. Robert D. Haase, who was clerk at the casting platform, has been appointed to the position vacated by Mr. Evans. Noah Lawson has been appointed clerk in this office on account of transfer of Rollins Miller to the motive power department. M. Burch has been appointed supply train conductor in place of N. S. Moser, appointed storekeeper at East Side.



It is with great regret that we have learned of the death of former scrap yard foreman, Walter W. Mattingly, at Prescott, Arizona, early in August. Mr. Mattingly had been in the service of the Company since 1904. "Matt" was liked by all who knew him, when he left Mt. Clare for the west for his health. He was loyal to the Company and always performed his duties in a thorough and most satisfactory way. He leaves a widow and all Mt. Clare employes extend to her their sympathy.

W. G. Brown, incoming locomotive inspector and material man, shows in a report for July how important it is to watch our locomotive scrap credits. Surely the saving of \$2,948.92 for one month ought to merit an electric fan in his private office. At present "Billy" is on his vacation in the Blue Ridge Mountains of Virginia recuperating from his arduous labors. Mr. Brown has been in the service of the Company for forty-four years.

The accompanying photograph is of Wm. A. Carroll, who has seen over forty years' service in one shop. He entered the smith shop in 1874 when only sixteen years old, was one of the first to join the relief feature and has never been out of it. He has never lost a day or been late at roll-call on his own account for twenty-one years. With one exception there is not a man working in the shop now out of the 600 on the roll when he entered. He will soon be sixty years old, and has returned from a two weeks' vacation in Toronto.



WM. A. CARROLL



The magnet of the one-piece bathing suit drew S. Kawolski and B. C. Dearing, flue welders, Mt. Clare, to Coney Island for a few days' sightseeing.

Friend Billy had a flivver,  
Which tried to climb a pole.  
It cost him over seventy bucks  
To patch the little hole.  
Now Billy's very careful,  
He runs her like she's gold,  
It hurt to fork out all that dough,  
Now he's not quite so bold.

We hope "Roundy" Galloway will have good luck in his fish business while away on vacation. His pal H. C. Burke will be able to assist on account of the recent acquisition of a "jitney."

It has been noted that captain G. B. Rice, the man of many jobs (night superintendent shops, doctor, general foreman, chief clerk, timekeeper, material trouble man, etc.) has been getting a number of foreign line passes lately. "Cap" must be going to get "some" vacation.

In the accompanying photograph we take pleasure in introducing to our readers the future superintendent of shops or general piecework inspector (it has not as yet been fully decided which) Robinson J. Binau, Jr. Junior is the real son of his dad, and his dad is some goer; he was appointed assistant general piecework inspector last October, and in August, 1915, was again promoted to the position of gang foreman in No. 1 machine shop in charge



ROBINSON J.  
BINAU, Jr.

of locomotive wheelwork, vice W. R. Earle, transferred. If dad keeps on going and Junior follows in his footsteps, we feel safe in saying that the future history of the Binau family will make very interesting reading. Our best wishes to you Junior, and may your dad never be a handicap to your future progress.

C. Q. Burgess, of Garrett, Ind., has been transferred to Cumberland Division as fuel clerk.

J. C. McCarthy has been appointed captain of police of Cumberland Division in place of H. T. Thomas, who resigned to accept a position with the New England Steamship Co. of New York. Mr. McCarthy was formerly with the Long Island R. R.

Assistant trainmaster Gearhart has been asked to look after the entire fruit business on the Cumberland Division, and there is no doubt about his being the man for the job. He handled it in a most creditable manner last season. Expectations for peach crop this year are for from 2,500 to 3,000 cars.

Assistant superintendent Trapnell is with us after a vacation for his health. He is getting back into good shape again.

Automatic signals are being installed between Engle and Weverton, and improvements will be made in the towers at Harper's Ferry and Engle.

H. W. Grenoble, our chief train dispatcher, is now in the hospital at Baltimore. Here's hoping he will soon be back with us and bring good health with him.

At the regular meeting of Potomac Lodge, No. 497, Brotherhood of Railroad Trainmen, on July 19, 1915, resolutions on the death of Chester Lee French, late superintendent of the Cumberland Division, were adopted. The expressions of regret for Mr. French's death were very beautiful and add one more to the many appropriate tributes which have been paid to his life and character.

The resolutions were spread upon the minutes of the meeting of the lodge and copies were sent to the family of the deceased and to the EMPLOYEES MAGAZINE.

Cumberland shops are now doing more work in the line of classified repairs to locomotives than has been done for years. During July, eighteen classified repairs were turned out of shops, and in the month of August it was planned to get out twenty-two. Considering the fact that Cumberland is one of the heaviest dispatching points on the System and consequently that the running repairs are heavy, it is felt that the output of class repairs is good. As a matter of fact, it is far above the average in the past.

Considerable has been accomplished lately in the matter of reduction in expenses, by the method of pouring brass liners on piston heads which have been worn down too small for the cylinders; also by the welding of cutting edges made from high speed steel on to low carbon steel bases, thereby making a lathe or planer tool as effective as those made entirely of high speed tool steel and at less than one-third the cost, labor and material included.

There has also been installed a machine in which fuel oil is used in lighting off engines. The grates are first covered with coal and then

## Cumberland Division

### Correspondents

THOMAS R. REES, *Secretary to Superintendent*  
H. H. SUMMERS, *Superintendent's Office*  
W. C. MONTIGNANI, *Secretary Y. M. C. A.*

### DIVISIONAL SAFETY COMMITTEE

M. H. CAHILL	.....	Superintendent, Chairman
W. TRAPNELL	.....	Assistant Superintendent
J. W. DENEEN	.....	Trainmaster
P. PETRI	.....	Division Engineer
T. R. STEWART	.....	Master Mechanic
L. J. WILMOTH	.....	Road Foreman of Engines
DR. J. A. DOERNER	.....	Medical Examiner
G. R. BRAMBLE	.....	Freight Agent
W. S. HARG	.....	Claim Agent
W. E. YARNELL	.....	Assistant Trainmaster
E. DWIGGINS	.....	Freight Engineer
D. L. CLAYTON	.....	Freight Fireman
W. J. CATHERS	.....	Freight Conductor
C. P. ARNOLD	.....	Yard Brakeman
S. H. STORER	.....	Machinist
C. W. ROBINSON	.....	Car Inspector
T. R. REES	.....	Secretary to Superintendent

When a superintendent is promoted or transferred from one division to another, there is a general inclination on the part of employees, especially the office forces, to display a certain amount of curiosity in an effort to learn who will be the new superintendent.

When it became known about the first of the year that the late C. L. French was coming to Cumberland Division as superintendent, this information met with the approval of everybody on the division. We feel his loss deeply, and what division would not keenly feel the loss of a man who it is felt was as perfect as it was possible for man to become?

M. H. Cahill comes to us well heralded and with a good batting average, according to the hits he made on other divisions, and since he has signed up with Cumberland Division, there is no reason why his average cannot be maintained. Each and every one of us is going to give him loyal support in the game.

On August 5, G. A. McGinn, chief clerk to superintendent, was taken to Alleghany Hospital, where he underwent a successful operation for appendicitis. Here's hoping he will soon be with us again.

G. F. Saum, assistant engineer, with headquarters at Cumberland, has been transferred to Baltimore Division. We were all sorry to lose him, but it is a broader field and just the thing for George.



the burner is placed in the fire box; this burner is fed by crude oil and air from a tank which is mounted on small truck wheels and taken about the house. It is only necessary to keep the burner on from two to three minutes per engine, when the coal is burning sufficiently to allow the removal of the burner and the mechanical blower does the rest. Considerable has been saved over the old method of using wood or shavings.

We are glad to announce to our readers that T. F. Perkinson, who has been our assistant master mechanic at Keyser, has merited the promotion to master mechanic at Grafton, filling the vacancy made by resignation of M. H. Oakes, who goes to the T. & P. at Marshall, Texas. Mr. Perkinson came to us from the D. & H., a stranger, but soon became one of us and has made many friends in this territory. We are sorry to lose him, but glad to see him advance.

H. L. Fleming, night foreman at Cumberland, has been promoted to the position of general foreman at Glenwood, Pa. Mr. Fleming is a live wire in the engine house and we have no doubt but that he will make a mark for himself at Glenwood.

C. F. Sisler, machine shop foreman at Cumberland, has been transferred to the position of general foreman at Keyser. Mr. Sisler is a young man of much ability and we wish him the greatest of success in his new position.

A new icing platform has recently been constructed in the eastbound yard at Cumberland for the purpose of icing cars. The immediate need of it was on account of the heavy movement of peaches which the Cumberland Division is getting this year, but it will also be used in connection with the icing of through Q. D. cars eastbound. This work had formerly

been done in the westbound yard and those of our employes who are familiar with the operations of Cumberland yard will readily see the benefit that will be derived from the new platform.

The peach movement this year is the heaviest that has ever been known in this territory and special trains are being operated over the Green Spring and Petersburg branch to take care of the traffic. Assistant trainmaster C. M. Gearhart is in charge of this special movement on the branch and he is having his hands full, taking care of it.

The accompanying photograph shows the Company Y. M. C. A. baseball team of Cumberland, Md. Reading from left to right; standing, are:

C. P. Kalbaugh, manager; J. P. Willard, c.; T. L. Sisler, p.; F. D. Yarnall, sub.; T. W. Gray, 1st b.; B. A. Weber, p.; F. O. Garlitz, sub.; J. R. Beck, p.; R. Reynolds, r. f.; C. P. Clark, sub.; J. G. Deffibaugh, assistant manager.

Sitting: L. T. Burke, c.; W. H. Ream, sub.; F. X. Spearman, l. f.; J. Butts, 2nd b.; D. Kirby, 3rd b.; O. J. Brady, s. s.; last but not least, Allan Kalbaugh, mascot.

This team has been successful in the majority of its games this season and counts among its defeated contestants, the Connellsville and Philadelphia teams of the Company. In the latter game, Beck pitched great ball, allowing not a single hit and in this he was supported by an errorless game all the way through.

All the members of the team are employes, except Master Allan Kalbaugh, and he hopes to belong to the Company fraternity some day.

Manager Kalbaugh, M. P. timekeeper, Cumberland, would be pleased to hear from any other teams in regard to a Saturday afternoon game.



COMPANY Y. M. C. A. BASEBALL TEAM OF CUMBERLAND

R. G. Allemong, assistant secretary of our railroad Y. M. C. A., accompanied by his wife, enjoyed a two weeks' vacation in various cities in the east.

As a result of a most able address by Thomas Stewart, master mechanic, to the employees of the Baltimore and Ohio shops, over one hundred and fifty men have joined the Y. M. C. A. Mr. Stewart, who is known to every employe on the division, is chairman of the committee of management, and has shown what a man who is interested can do to help the good work along. In his address, Mr. Stewart pointed out to the men the many advantages and privileges of membership in the Y. M. C. A. His address was full of witticisms, and "caught on" splendidly. Many of the men who have joined are enthusiastic over the benefits they are getting at the association. The committee of management hope that all employees of this division will identify themselves with the association.

An outing of our employes, under the auspices of the Y. M. C. A., was held at Mountain Lake Park. Addresses, athletics, and baseball games made up the program of the day.

The Cumberland Division employes welcome to their midst, their new superintendent, Mr. Cahill, and they bespeak for him a most prosperous and successful administration. His splendid reputation and record had reached us before he arrived. He will find the Cumberland boys all loyal fellows.

The railroad men running into Cumberland, and many of the shop men are enjoying the new tennis court at the Y. M. C. A.

We were glad to welcome to our building once more, our old friend, engineer Dodson, of the Connellsville Division, who has been sick for several weeks. We missed his smiling countenance, and his kindly criticism of our tough steaks and bean soup.

Engineer Hallam, one of the finest of sports, spent a couple of days fishing last week. He said he would have got some fine bass if the water had not been so muddy. There is an old saying that there are just as good fish in the sea as have ever come out of it, and Mr. Hallam's statement proves this.

Tom Rees, the popular secretary of the superintendent, is a champion tennis player. He and his side partner, Sam Usher, challenged the Y. M. C. A. crack players, secretary Montigiani and machinist John Defibaugh, and trimmed them.

### Martinsburg Shops

Correspondent, W. L. STEPHENS, Ass't Shop Foreman

John A. Weltz, car inspector, is the proud father of a new boy.

Foreman M. O. Brown, who came to this city some months ago to take charge of the car repairs, has been transferred to Locust Point.

Miss Mazie M. May and Boyd W. Hosier, Baltimore and Ohio brakeman, were married in this city on July 17.

It is with regret that we hear of the intention of baggage master T. F. Shriver, of Berkeley Springs, to leave the Baltimore and Ohio. Mr. Shriver has served this company for twenty-five years, but is now compelled to seek the mountains of Colorado for his health. May he find relief and health in that distant state. The MAGAZINE will follow him if he tells us where he will be.

On July 16, death ended the sufferings of a Baltimore and Ohio Veteran, John S. Herrington, bringing to a close five years of continual affliction and ending a life of sixty-five years, forty-four of these having been spent in the service of the Baltimore and Ohio. Mr. Herrington was a boiler maker and as such served the Company with a faithfulness which only those having its interests at heart exhibit. The widow and five children survive. The remains were laid to rest in Green Hill Cemetery, July 19. The members of Tuscarora Lodge No. 24, I. O. O. F., and the local lodge of Baltimore and Ohio Veteran Employees Association attended the funeral and acted as an escort to the cortege.

### Monongah Division

Correspondent, C. L. FORD, Chief Clerk

#### DIVISIONAL SAFETY COMMITTEE

J. M. SCOTT.....	Superintendent, Chairman
E. D. GRIFFIN.....	Trainmaster
E. T. BROWN.....	Division Engineer
M. H. OAKES.....	Master Mechanic
T. K. FAHERTY.....	Road Foreman
J. O. MARTIN.....	Claim Agent
DR. C. A. SINSEL.....	Medical Examiner
H. T. COLE.....	Machinist
E. ROUSH.....	Conductor
W. A. MITCHELL.....	Conductor
H. O. BAILEY.....	Engineer
A. R. MALONE.....	Fireman
J. S. WATKINS.....	Car Builder
P. B. PHINNEY.....	Agent
S. H. WELLS.....	Agent
J. D. ANTHONY.....	Agent
R. R. HALE.....	Agent
E. J. HOOVER.....	Agent
W. C. BARNES.....	Secretary

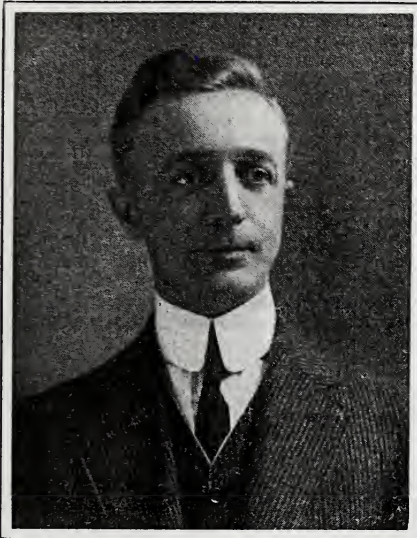
In the Safety bulletin issued August 20 by this division, we were particularly interested to note the number of men "talked to" on the subject of "Safety" by several of the committeemen.

W. A. Mitchell reported that during the preceding month he had talked to thirty men, C. W. Keller to twenty men and H. T. Cole, to sixteen men. This is particularly gratifying, since it is our belief that the great value of Safety for every employe on the railroad can best be demonstrated by these heart-to-heart talks between our men.

G. H. Turner was recently appointed agent and general yardmaster at Weston, W. Va., vice R. R. Hale, who resigned. Mr. Turner entered the service of the Company as messenger boy at Locust Point, Baltimore, Md., in 1899, and was promoted to operator in March,



1900, and worked as operator and relief agent at various points on Baltimore and Philadelphia Divisions until January, 1907, when he was promoted to copy operator in chief dispatcher's office at Camden Station, Baltimore, Md. Mr. Turner came to the Monongah Division in December, 1913, and was appointed agent at Camden-on-Gauley in January, 1914, then promoted to assistant chief clerk in charge of agents in superintendent's office at Grafton, September, 1914. Mr. Turner is an able and efficient agent and is well-liked by all who come in contact with him either socially or in business. His many friends on the Monongah Division wish him success in his new position.



G. H. TURNER,

Agent and general yardmaster, Weston, W. Va.

Superintendent and Mrs. J. M. Scott and son, James, Jr., spent a few days with friends in Boston, going from Baltimore by boat and returning by rail. Mr. Scott reports a very pleasant trip.

F. J. Patton, chief clerk, and wife, have returned from a short trip visiting eastern cities, going by way of Old Point Comfort to Boston, from Boston to Buffalo, Buffalo to New York and returning home by way of Baltimore.

J. H. Newham has returned to duty after a few days' rest and is feeling refreshed after his outing in the woods.

W. C. Barnes, assistant shop clerk, and wife spent a week's vacation with Mrs. Barnes' mother in Barbour county.

R. J. Manning, private secretary to superintendent, has returned to work after a week's vacation in Pittsburgh and other points of interest.

J. McClung, chief train dispatcher, returned to his desk after fifteen days' vacation in some of the large cities. Jim is now ready to get the trains over the division on time.

A. P. Lavelle, second trick dispatcher, is back from a two weeks' stay in Atlantic City. Pat reports having had a good time battling with the waves and showing the girls the sights of the resort.

E. D. Griffin, the popular trainmaster, also went to Atlantic City and says there is nothing like a trip in an aeroplane.

W. F. Myers, conductor on trains Nos. 21 and 22, Pickens Branch, has been away for the past month on account of sickness. We understand that he is improving slowly.

E. J. Hoover, agent at Buckhannon, returned to his post of duty after fifteen days' vacation in his new auto.

M. H. Oakes, who resigned his position as master mechanic at Grafton, just before leaving for Ft. Worth, Texas, to accept a position as superintendent of shops on the Texas Pacific at that point, was presented with a very handsome gold watch and chain by his friends on the Monongah Division. Mr. Oakes became very popular with all his men.

Mrs. E. S. Jenkins and Miss Ethel Bradford, stenographers in the superintendent's office, spent a few days at Virginia Beach, Va. They report that the bathing there is splendid.

J. B. Kimmel, water station foreman, has returned from a five days' stay at Atlantic City, and J. B. Morris, of the timekeeper's office, has returned from a trip to western cities.

## Wheeling Division

### Correspondents

W. O. FREISE, *Superintendent's Office*

A. G. YOST, *Operator, Glover Gap*

### DIVISIONAL SAFETY COMMITTEE

H. B. GREEN	Superintendent, Chairman
J. W. ROOT	Trainmaster, Vice-Chairman
G. F. EBERLY	Division Engineer
J. BLEASDALE	Master Mechanic
W. F. ROSS	Road Foreman of Engines
F. R. DAVIS	Terminal Trainmaster
C. M. CRISWELL	Agent at Wheeling
DR. J. E. HURLEY	Medical Examiner
M. C. SMITH	Claim Agent
C. STEPHENS	Freight Engineer
A. VOIGHT	Freight Fireman
W. W. HICKS	Freight Conductor
W. C. DICKERSON	Machinist
M. BARLOW	Yard Brakeman
F. BALZOW	Carpenter
J. J. DONOVAN	Machinist
B. L. HELFER	Secretary

Traffic has increased in Benwood yard, owing to the fact that the National Tube Company has resumed business. Everyone in Benwood is on the jump since this large plant, which employs more than 2,500 men, has resumed and it looks like a "big winter" for all concerned.

Assistant trainmaster W. C. Deegan met with a painful accident on August 6 while riding on the Short Line in his motor car. While running at a speed of between five and

six miles an hour, the motor car jumped the track at a frog, throwing Mr. Deegan from the car and breaking his leg in two places.

The accompanying picture shows the home of George S. Grandstaff, of Moundsville, W. Va. Mr. Grandstaff owned the ground, and like a good many other of the employes of the Company, was able to build this home with the assistance of the Relief Department.

Mr. Grandstaff entered the service of the Company as a telegraph operator at Roseby Rock, W. Va., in 1876, and later worked at different points on all divisions east of the Ohio River. In 1886 he was appointed train dispatcher on the Baltimore Division at Cumberland, Md., and served in that capacity until compelled to give it up on account of his health. He then took up telegraphy at Moundsville, his native town, and is serving in this position at the present time.

Mr. Grandstaff is deeply interested in gardening, making a specialty of early tomatoes and cucumbers. The papers of his town have, on several occasions, run complimentary notices about his little "farm."



RESIDENCE OF G. S. GRANDSTAFF  
Operator, Moundsville, W. Va.

S. J. Montgomery, coal billing agent at Benwood, W. Va., resigned his position on July 15.

Victor Reynolds, yardmaster in Benwood yard, spent his vacation in and around Erie, Pa. It is reported that he proved himself a hero in saving several lives during the great storm in that city, but as yet we have been unable to hear from him.

P. F. Dowd, yardmaster, in Benwood yard, has just returned from a vacation spent at Washington, Philadelphia and New York.

F. R. Davis, terminal trainmaster, will spend his vacation at New York and Atlantic City.

J. E. Wise, rackman in Benwood yard, spent his vacation in the east, instead of going abroad this summer.

Mrs. M. J. and C. J. Landers, chief clerk to terminal trainmaster Frank R. Davis, have returned from a few days visit to Pittsburgh, Pa.

On August 10 occurred the wedding of agent D. F. Allread, Wheeling Division, to Miss Gladys Dorothea Richards of Amsterberg, O. Immediately following the ceremony, the happy couple departed on a honeymoon trip to Philadelphia, Baltimore and Washington and on returning will be at home to their many friends at Folsom, W. Va.

Jimmy Flynn, chief investigation taker in the superintendent's office at Wheeling, while conducting a very important investigation as to the guilty party who stole three hams from a caboose car in Benwood yard, had the misfortune to break a key on his typewriter (he takes statements direct on the machine) and tied the investigation up for about thirty minutes until a machinist was called in and the driver brake repaired.

Changes have been made in the Wheeling passenger station ticket office and quite a loss was experienced by the division when Arthur L. Irwin requested a six months furlough on account of ill health. Mr. Irwin will spend his time with his family, located in Cleveland, Ohio. A. M. Six, assistant ticket agent, will succeed Mr. Irwin and James Wilkins, ticket clerk at Mannington, will occupy the office at night, succeeding E. A. Hoffman, who will act as assistant ticket agent to Mr. Six. We are all hoping that Mr. Irwin's illness will be a short one and that he will soon be back with us again.

C. K. Welch, material clerk in the superintendent's office, has been transferred to the motive power department.

A. C. Paull, stenographer in the district superintendent of motive power's office, is spending his vacation in different states comprising the northwest.

C. C. Steele, yardmaster in Benwood yard, who recently returned from a vacation spent in and around Woodruff, W. Va., hunting, reports that he captured a coon measuring four feet from tip of tail to head and weighing 150 pounds. Owing to the fact that the coon had a broken leg and feeling sorry for it, Mr. Steele added, he let it go in the woods.

The stork smiled twice on the Wheeling Division when it left a girl with agent W. A. Yeater at Burton, W. Va., and one also with agent G. S. Stidger at Littleton, W. Va. Come on, agents, get in the game!

We are all sorry to learn of the death of Mrs. E. A. Milton, wife of E. A. Milton, conductor on trains Nos. 92 and 99. Mrs. Milton was in the Ohio Valley Hospital for some time suffering from blood poisoning. The Wheeling Division extends to Mr. Milton their deepest sympathy in his bereavement.

Mrs. C. J. Murphy, wife of C. J. Murphy, baggageman on trains Nos. 71 and 72, recently underwent a serious operation and is reported to be getting along nicely.



## Ohio River Division

Correspondent, H. C. NESBITT

### DIVISIONAL SAFETY COMMITTEE

O. H. HOBBS	Superintendent, Chairman
C. E. BRYAN	Division Engineer
O. J. KELLY	Master Mechanic
E. J. LANGHURST	Trainmaster and Road Foreman of Engines
A. J. BOSSYNS	Medical Examiner
R. S. ECHOLS	Chief Clerk to Agent, Parkersburg
R. E. KARNHART	Agent, Yardmaster, Huntington
W. E. KENNEDY	Division Claim Agent
E. CHAPMAN	Captain of Police
C. E. SATOW	Engineer
W. O. DAWKINS	Fireman
G. M. SIMPSON	Conductor
A. W. JAMES	Yard Brakeman
J. F. SIMMONS	Locomotive Department
J. L. DAVIS	Car Department

## Cleveland Division

Correspondents, W. T. LECHLIDER, E. LEDERER

### DIVISIONAL SAFETY COMMITTEE

W. T. LECHLIDER	Chairman
E. LEDERER	Secretary
J. E. FAHY	Trainmaster
J. E. LLOYD	Division Engineer
J. A. ANDERSON	Master Mechanic
P. C. LOUX	Road Foreman of Engines
A. J. BELL	Terminal Agent, Cleveland, Ohio
R. D. SYKES	Medical Examiner
G. J. MAISCH	Division Claim Agent
J. L. RODGERS	Agent, Tippecanoe, O.
F. WARNER	Roundhouse Foreman, Cleveland, O.
R. SINGLETON	Section Foreman, Brecksville, O.
J. MEEHAN	Stevadore, Cleveland, O.
Wm. BENDER	Car Foreman, Lorain, O.
E. E. BREWER	Agent, Canal Dover, O.
D. A. GATES	Agent, Medina, O.
G. E. SMITH	Engineer, Lorain, O.
J. A. COX	Fireman, Cleveland, O.
H. A. SPRAGUE	Conductor, Cleveland, O.
O. V. ROMIG	Conductor, Canal Dover, O.
F. M. HAFF	Brakeman, Lorain, O.

The following is a list of the employees on the Cleveland Division, as shown on recent bulletin, who have put forth the best effort in the EFFICIENCY movement by gathering up material along the line of road and sending it to the various shops and storehouses.

NAME.	OCCUPATION.	SAVINGS EFFECTED.
G. M. Blauman	Conductor	\$76.39
R. A. Peltier	Brakeman	3.05
E. E. Pfoh	Brakeman	3.05
G. W. Ristine	Engineer	1.75
J. E. Eckles	Fireman	1.75
R. W. Bair	Engineer	2.50
A. Nore	Engineer	.50

At noon on August 11, the Cleveland yard switchmen presented yard conductor G. M. Blauman with an iron cross and tin sword in honor of his wonderful German arguments. Gus says this does not mean he is going back.

The Clark Avenue yard force have painted the inside of their office during noon hours and after duty. It looks like a professional job except that chief clerk George has paint on his Sunday suit.

The new ore tracks in Clark Avenue yard for handling the expected heavy ore business have been completed and are now ready for service.

The yard employees at Cleveland have painted the inside of hump shanty and C. L. & W. yard office.

General foreman Herlihy, Cleveland shops, has cleaned up around his buildings so that they look like new. We never did have much on Jack.

Effective July 15, general yardmaster and assistant trainmaster C. H. Lee, with headquarters at Cleveland, was appointed terminal trainmaster in charge of Cleveland terminal, after a service with the Baltimore & Ohio dating back to his college vacations, since which time he has been clerk, operator, dispatcher, and night and day chief dispatcher.

New business is coming in, and the Clark Avenue yard forces are working very closely with the traffic department to give prompt movement. The slogan is "First get a man's business, take care of it and you do not have to explain." Charlie Wood and the yard people wear a big smile when anyone says 94. It's a new Cleveland connection, and they are going to make it a solid Q. D. train before they get through with it.

Effective August 1, 1915, W. J. Head, assistant R. F. E. and A. T. M. at Cleveland, was appointed R. F. E. and T. M. with jurisdiction over C. T. & V. District and Cleveland Branch between Cleveland and Lester.

On August 7, a new high record was made at Lorain, when there were dumped into vessels at that point 31,555 tons of coal in a twenty-four hour period, with No. 2 machine double crewed and No. 1 machine only single crewed. Previous high record was made July 20 of this year when 31,189 tons were dumped.

W. J. Head reports fishing at Stony Lake, Ont., Canada, not as good as usual. Must have taken his vacation at the same time the fish did.

Trainmaster J. E. Fahy spent his vacation in Detroit, Mich., and vicinity. Reports are that he had a very pleasant trip.

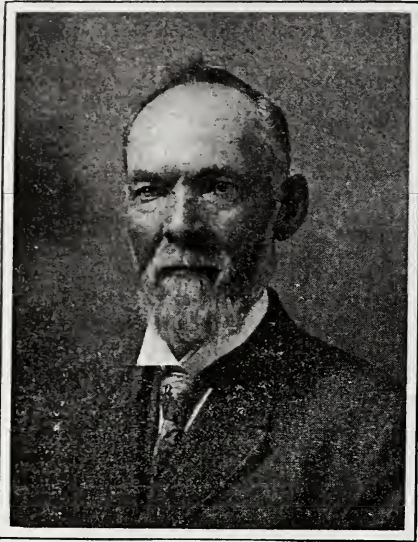
## Newark Division

Correspondent, T. J. DALY, Chief Clerk

### DIVISIONAL SAFETY COMMITTEE

J. H. JACKSON	Superintendent, Chairman, Newark, O.
C. C. GRIMM	Trainmaster, Vice-Chairman, Newark, O.
J. S. LITTLE	Road Foreman of Engines, Newark, Ohio
E. D. ANDREWS	Master Mechanic, Newark, O.
Dr. A. A. CHURCH	Medical Examiner, Newark, O.
A. R. CLAYTOR	Division Claim Agent, Newark, O.
D. L. Host	T. M. & C. T. D., Columbus, O.
A. C. RICHARDS	Agent, Zanesville, O.
IRA PETERMAN	Shopman, Newark, O.
A. H. DIAL	Yard Conductor, Newark, O.
H. D. WHITEFORD	Road Conductor, Newark, O.
C. M. PORTER	Fireman, Newark, O.
L. W. HEDRICK	Engineer, Newark, O.
C. C. BOWMAN	Assistant Car Foreman, Newark, O.
H. L. BALL	Secretary, Newark, O.

Allen Evans was born September 12, 1841, at Llanshillin, Denbeysire, North Wales, and emigrated to this country, arriving on the steamship City of Boston, May 14, 1869. This steamer was lost at sea a few months



ALLEN EVANS

later. Mr. Evans came to Newark and entered the service of our Company in October, 1886, as freight handler, and was in continual service until retired April 1, 1915. In his twenty-nine and one-half years of service he made numerous friends among the shippers with whom he came in contact, by his ever keeping before him the motto of "And as ye would that men should do to you, do ye also to them likewise."

The completion of the removal of bridges near the passenger station at Newark, including the filling up of the old canal, which brings the property up to grade, is an improvement that has met the universal approval of both passengers and trainmen. Many interested spectators watched the "big hook" lift the heavy steel girders from their resting place of many years and place them onto flat cars, saw the openings filled up and old "Safety First" given a meritorious entry.

The Dixie Coal Co. of Newark is constructing an up-to-date unloading trestle in their yard, plans having been furnished them through the Company.

The excursion business to Cedar Point, on Lake Erie, is about over for the year of 1915. This pleasure resort is getting into the lime-light more prominently every year. Large industries all along the line give their employees a day of recreation at "The Point," and it is now a mighty favorable spot.

Wm. F. Moran, newly appointed master mechanic of the division, was born October 19, 1871, at Omaha, Neb., entered the service of Union Pacific system February 1, 1888, as machinist apprentice, and afterwards went into the mechanical department of the Oregon Short Line, Santa Fe, Rock Island and Southern. He

came to us from the master mechanicship of the Rock Island at Little Rock, Ark., to become general foreman at Connellsville, Pa.

Employees extend their sympathy to Miss Wiegand, file clerk in the superintendent's office, on account of the death of her mother.

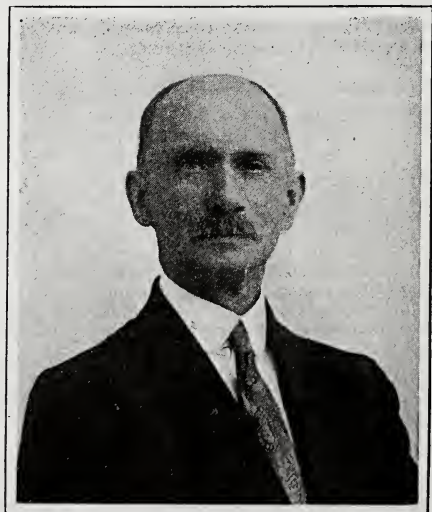
The many friends of conductor "Ed" Reynolds were shocked to hear of the death of his son by drowning in the Ohio River near Parkersburg a few weeks ago.

Arthur T. Keuhner has been appointed assistant to the road foreman of engines with headquarters at Newark.

Richard Brooks, assistant engineer, has been transferred to the Baltimore Division.

H. A. Corbin will serve as agent at Glenford, Ohio, during the illness of W. S. Johnston.

George L. Cross, who has been retired to the pension list, first entered the service in 1871 as clerk in freight office. He was transferred to yard clerk in 1873, promoted to chief yard clerk in 1874, transferred to yard brakeman September 28, 1883, promoted to yard foreman August 16, 1884, promoted to yardmaster in charge of Newark yard August 20, 1892, and held this position until April, 1900, when, on account of ill health, he was retired temporarily. In April, 1904, he assumed the duties of assistant to yardmaster, holding this position until May 1, 1905, when he was transferred to weighmaster, holding the latter position until retired. Mr. Cross's long yard service brought him into contact with many of the older employees in the service who will be pleased to know that while he has retired from active service, he is still a young man, having during his entire life lived so sensibly as to enjoy the full benefits of his retirement.



GEORGE L. CROSS





NEWARK, OHIO, ERECTING SHOP FORCE IN 1899

The Newark Division employees' meetings are becoming more popular. Our general superintendent attended the last meeting and met 106 men there. Mr. Averell gave a very interesting talk, followed by superintendent Jackson, after which a number of important subjects were discussed by different employees.

James Dennison, one of our oldest and best passenger engineers, then took the floor. We can always depend upon "Uncle Jim" to stir up things and keep it interesting for all concerned. He generally heaves a few "darnicks" which keep others busy dodging, but it is the wish of all that we had more "Jims."

Supervisor of operation Duffy and supervisor of locomotives Crolley told us some interesting things, and all of us benefited by their remarks. Mr. Sturmer also spoke.

The trainmaster gave a talk on and a demonstration of derailling and rerailing cars, using a model car, truck and replacers for that purpose. The trainmen have taken great interest in this problem, and have been and will continue to put up questions for their fellow employees to solve. This equipment is ideal for demonstrating purposes, consisting of a model car four feet two inches long, one foot high and one foot wide, or one-eighth dimension of an ordinary track car. Ties and replacers are built on the same scale, and a miniature windlass is used to pull the car on and slew the trucks, to take the place of a locomotive, and it gives the same results.

Road forman Little gave facts and figures to show the standing of the Newark Division in the different operations for which a standard is maintained. And the loyalty of the men on this division is such that when the Newark

Division drops to a lower place than they held the preceding month there is a general feeling of depression.

Trainmaster Titus has promised to have the time-table board at the next meeting, and will initiate the men into its intricacies, and explain why some of the meeting points are made where they are. The superintendent has advised that a train dispatcher will also be present and give a demonstration of the train sheet, and show what the train dispatcher is up against, and to what extent he has to rely on the information furnished by trainmen to avoid delay to other trains.

Conductor E. C. Copper acted as chairman at the last meeting, and conducted it in an able and efficient manner. The chairman for the next meeting is appointed by the chairman of the present meeting, and is chosen from the men who operate the trains.

Carl Mosher has returned to work at the division freight office after spending his vacation in sunny California.

We are glad to report that High St., Columbus, is now paved with asphalt, and makes one of the finest if not the finest thoroughfare in the state.

The New Deshler hotel, which is to be located on the northwest corner of High and Broad Streets, and is to contain 600 rooms will, it is said, be the finest hotel between New York and Chicago.

The Buckeye Steel Castings Co. is running three furnaces again, two having been shut down since January 1.

The Ralston Steel Car Co., located at East Columbus, Ohio, on our lines, is now employing about 700 men, and report that they have enough orders ahead to keep them operating for many months.

The Gwinn Milling Co. is going "full blast," working two shifts day and night.



EDMOND C. IMHOFF

Thirteen months old son of Fred, O. Imhoff, clerk,  
Boswell Station, Pa.

### Connellsville Division

#### Correspondents

P. A. JONES, *Office of Chief Clerk, Connellsville*  
S. M. DEHUFF, *Manager of Telegraph Office, Connellsville*

C. E. REYNOLDS, *Clerk to Ass't Sup't, Somerset*

#### DIVISIONAL SAFETY COMMITTEE

O. L. EATON ..... Superintendent, Chairman  
L. K. YOHE ..... Trainmaster  
A. P. WILLIAMS ..... Division Engineer  
E. N. CAGE ..... Road Foreman of Engines  
DR. H. M. KOEHLER ..... Medical Examiner  
J. A. FLEMING ..... Freight Agent  
H. E. HIMES ..... Agent  
E. E. McDONALD ..... Agent  
H. D. WHIP ..... Relief Agent  
G. M. WOODWARD ..... Locomotive Engineer  
J. RIDGWAY ..... Locomotive Fireman  
M. H. MICKEY ..... Freight Conductor  
R. R. WHIPKEY ..... Yard Brakman  
GEO. BEATTY ..... Pipe Fitter  
J. P. BUTLER ..... Air Inspector  
JESSE BURNSWORTH ..... Section Foreman  
R. W. WHIPKEY ..... Secretary

### Pittsburgh Division

Correspondent, C. W. BLOTZER, *Clerk Car  
Accountant's Office, Pittsburgh*

#### DIVISIONAL SAFETY COMMITTEE

C. B. GORSUCH ..... Superintendent  
T. W. BARRETT ..... Trainmaster  
W. L. KENNEDY ..... Secretary  
C. C. COOK ..... Division Engineer  
W. A. DEEMS ..... Master Mechanic  
M. C. THOMPSON ..... Road Foreman of Engines  
DR. J. P. LAWLER ..... Medical Examiner  
W. F. DENEKE ..... Agent, Pittsburgh  
F. BRYNE ..... Claim Agent

L. FINEGAN ..... Superintendent of Shops  
A. J. WEISE ..... General Car Foreman  
MR. TATEM ..... Car Foreman, Substitute  
G. W. C. DAY ..... Division Operator  
J. G. CUNNINGHAM ..... Conductor  
A. J. STOLL ..... Engineer  
C. W. GORDON ..... Fireman  
C. C. O'CONNOR ..... Tank Foreman  
W. J. HALEY ..... Yard Conductor  
DR. E. P. PARLETT ..... Honorary Member

The members of the fast Company team of Pittsburgh went to Cincinnati and played the strong team of that place at their Bond Hill Park grounds, the game ending in a triumph for the Pittsburgh boys by the score of 9 to 2. This does not indicate what a hard fought contest this really was, for if you will notice the score below you can readily see that it was hardly decided until the ninth inning, when the boys from the "Smoky City," by some heavy artillery work, pushed three runs across the plate, clinching the game.

The features of the game for the "Smoky City" crowd were the pitching of Codar and the hitting of Raley, and for Cincinnati, the batting of Brinkman and the fielding of Trosper, the latter robbing Raley of a triple in the first inning when he speared the Pittsburgh speed merchant's drive with his bare hand.

The Pittsburgh team wishes to thank the Cincinnati boys for the good treatment accorded them, and will do their utmost to reciprocate when their rivals come to the City of Smoke. The score:

	1	2	3	4	5	6	7	8	9	Total
Pittsburgh...	3	0	1	0	0	0	2	0	3	9
Cincinnati...	0	2	0	0	0	0	0	0	0	2

The Pittsburgh team is considered one of the best amateur teams in this section, having in their lineup such well known stars as Bennett, catcher, formerly with the Pittsburgh Feds, Codar, late of Tri-state league and Collins, south-paw of High School fame, as twirlers, White, brilliant third-sacker of Leckrone Social Club, Thomas, second baseman of Delphi Social Club, captain Markey, short-stop, late of County league, and Raley, premier initial sack guardian of West Penn Scholastic league. Barret of Carnegie Independents, Jones of Dormont Athletics, and Myers of the Ohio State league, play the outfield and are considered by many the class of Pittsburgh's amateur out-gardeners. In Smith, Aiken and Noon they have a trio of utility men who can be depended upon to step in and play any position without weakening the team. For games write Mr. Lauer, manager Baltimore & Ohio Railroad team, care freight agent, Pittsburgh, Pa.

Conductor C. S. Adams, operating trains Nos. 703 and 103, is taking a two weeks' vacation. Conductor C. Bauer is filling his place.

Conductor J. M. Billings is about again after having been confined to his home for several days.

Engineers J. B. Layton, W. H. Collins and J. L. Norris are off for a two weeks' fishing trip.

Conductor P. T. Ellery, in charge of trains Nos. 101 and 102, is taking a much needed rest.



Conductor James McElween is now in charge of train.

Engine foreman H. J. Meinert, of Millvale, left August 10 to visit the Panama-Pacific Exposition.

Conductor J. P. Scandrol and family are enjoying a thirty-day camping trip through the Great Lake Region. We are all expecting a fine feast of fish on Mr. Scandrol's return.

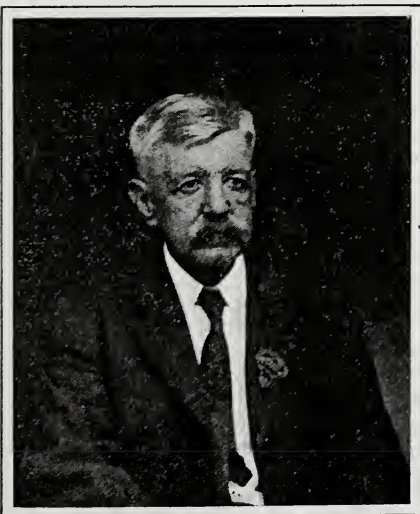
Telephone operators Katherine and Mayme Hughes have returned to duty after a very enjoyable and much needed vacation.

"Faithfulness brings its reward," is an old saying, and its sincerity has again been attested in the case of William A. McDade.

Mr. McDade, or "Old Hickory," as he is known to many of the engineers and firemen, received a gold medal given by the Brotherhood of Locomotive Engineers as a token of their appreciation for his forty years of continuous service. Incidentally, this was the first occasion on which a gold medal was awarded an engineer in the national convention.

Mr. McDade was born in Frederick, Md. When seventeen years of age he was made a fireman on the Maryland Division of the Northern Central Railroad and four years later was promoted to the grade of engineer. When twenty-four years old he was made an engineer on the Union Pacific and from that time until 1885 served on at least a dozen roads. Thirty years ago he entered the service of the Baltimore & Ohio and was retired last April.

There is one thing of which Mr. McDade is especially proud, and that is that in his forty years of service he never injured a man, woman or child. This is certainly a most noteworthy performance and shows that he must have been, and is, an advocate of Safety First.



WILLIAM A. McDADE—"OLD HICKORY"



## "What y' Doin' Now, Bill?"

You don't have to ask that question of a **trained** man, because you **know** his position is a permanent one—that he is not at the mercy of conditions that affect the **untrained** man.

You can always be sure of a good position and a good salary if you have the **special training** that puts and keeps you in demand. The International Correspondence Schools will bring **special training** to you, no matter where you live, or how little spare time or spare cash you have.

To learn **how** the I. C. S. can help you, and how you can easily qualify for success in your **chosen occupation**, mark and mail the attached coupon today. Doing so costs you only the postage. You assume no obligation. If you **think** you're ambitious, marking the coupon will **prove** it. Do it NOW.

### INTERNATIONAL CORRESPONDENCE SCHOOLS

Box 1033, SCRANTON, PA.

Explain, without obligation to me, how I can qualify for the position before which I mark X.

- |   |  |
|---|--|
| <input type="checkbox"/> Automobile Running     | <input type="checkbox"/> Stenog. and Typewriting   |
| <input type="checkbox"/> Motor Boat Running     | <input type="checkbox"/> Bookkeeping               |
| <input type="checkbox"/> Electrical Engineering | <input type="checkbox"/> R. R. Accounting          |
| <input type="checkbox"/> Electric Lighting      | <input type="checkbox"/> Good English for Everyone |
| <input type="checkbox"/> Electric Railways      | <input type="checkbox"/> Civil Service             |
| <input type="checkbox"/> Dynamo Running         | <input type="checkbox"/> Architecture              |
| <input type="checkbox"/> Telep. and Teleg. Eng. | <input type="checkbox"/> Contracting & Building    |
| <input type="checkbox"/> Mechanical Engineering | <input type="checkbox"/> Structural Engineering    |
| <input type="checkbox"/> Mechanical Drafting    | <input type="checkbox"/> Plumbing and Heating      |
| <input type="checkbox"/> Shop Practice          | <input type="checkbox"/> Civil Engineering         |
| <input type="checkbox"/> Steam Engineering      | <input type="checkbox"/> Salesmanship              |
| <input type="checkbox"/> Mine Foreman and Supt. | <input type="checkbox"/> Advertising               |
| <input type="checkbox"/> Chemistry              | <input type="checkbox"/> Agriculture               |

Name \_\_\_\_\_

Street and No. \_\_\_\_\_

City \_\_\_\_\_

State \_\_\_\_\_

Present Occupation \_\_\_\_\_

Please mention this magazine

Mr. McDade says he is proud of the honor bestowed upon him, but doubly proud of the Baltimore & Ohio. We, in turn, wish to assure him that the Baltimore & Ohio is proud to have had such a man in its service.

Our hope is that William A. McDade may live long to enjoy the honor which he so justly deserves.

We believe engineer Thomas Burton is working hand in hand with our old friend Dan Cupid. Both his daughter Ruth and son Harry were married during the summer and Mr. Burton is all smiles.

J. A. Burgoon, of the car distributor's office, Glenwood, has returned from a vacation spent in New York and Atlantic City.

The stork has been visiting very regularly among our railroad friends during August. Among the arrivals are a daughter to C. W. Blotzer, of the car distributor's office, a son to C. K. Kelly of the same office, a daughter to fireman H. Sigafoos and a son to engineer J. L. Soliday. All babies and their mothers are reported as doing nicely.

We sympathize sincerely with general yardmaster Gus Sigafoos, of Glenwood, who lost his mother recently. Mrs. Sigafoos had reached the age of ninety-six, and was hale and hearty the last time Mr. Sigafoos paid a visit to her. He had expected to spend his regular vacation at her home.

W. W. Smock has been appointed master mechanic at Glenwood, succeeding W. A. Deems, transferred to Staten Island. We wish both gentlemen every success in their new undertaking.

### New Castle Division

Correspondent, F. E. GORBY, *Chief Clerk*  
New Castle

#### DIVISIONAL SAFETY COMMITTEE

J. W. KELLY, JR.	Superintendent, Chairman
C. P. ANGELL	Trainmaster, Vice-Chairman
H. L. GORDON	Division Engineer
J. J. MCGUIRE	Master Mechanic
J. B. DAUGHERTY	Road Foreman of Engines
JAS. AIKEN	Freight Agent, Youngstown, O.
DR. E. M. PARLETT	Medical Examiner
C. G. OSBORNE	Division Claim Agent
F. H. KNOX	Freight Agent, New Castle, Pa.
A. S. WILSON	Agent, Niles, O.
C. F. SHRIVER	Road Engineer
JOSEPH RIDLEY	Road Fireman
E. C. MARTIN	Road Conductor
F. L. MCGRAW	Yard Conductor
A. F. COLEMAN	Air Brake Foreman, Painesville
WALTER FINDON	Air Brake Repairman, New Castle Jct.
D. E. STURDEVANT	Boilermaker, New Castle Jct.
J. W. CLAWSON	Signal Supervisor
H. L. FORNEY	Master Carpenter

While assistant trainmaster W. P. O'Connor and conductor C. E. McDougall were at Mt. Clemens, they spent the afternoon fishing in Lake St. Clair. The picture shows one afternoon's catch—101 yellow perch. The gentleman in the middle is Mr. Donegan, an engineer on the Pennsylvania Lines out of Columbus, Ohio, and as railroad men constitute one great fraternity, it was but natural that these three should get together for a merry fishing party.



A FINE STRING OF PERCH

On Saturday, July 24, the New Castle Junction Baltimore & Ohio baseball team journeyed to Connellsville on train No. 16, and there played two games of ball; being defeated in the first game 12 to 6, and winning the second game 1 to 0. By winning the second game at Connellsville, which was the "rub," they took the series. The first game was featured by errors and various other misplays, while the second game was an air-tight seven-inning affair. The only run scored was the result of Lane's single, stealing of second, and Freese's timely single. The feature of the games was Pliler's work at second, and Evans's work at bat and short for New Castle. Pliler's stop of Kenner's whang at the ball, which looked good for a hit, brought forth great applause from the spectators. It was a spectacular stop.

The New Castle boys, after taking two out of three from Connellsville, would like to have the opportunity of taking two out of three from some other good Baltimore & Ohio teams. Write C. C. Crill, or A. C. Harris, at New Castle Junction.

Brakeman W. A. Moore salvaged a nine-pound copper joint which he found along the track, bringing it to New Castle Junction and turning it over to the storekeeper at that point. We are glad to note Mr. Moore's interest in this matter and would call the attention of our employees to the fact that sometimes we do not seem to make as much headway as we might in saving material lying along the road. Other divisions seem to be leading us on this proposition.

The boys living around Newton Falls, Ohio, are prospering by close attention to business and taking advantage of their opportunities. First triek operator O. C. Bedell is building a fine new home; agent H. H. Smith has bought a house and is remodeling it; pumper Carl Schall has just purchased a nice large house and car inspector W. F. Collins has recently acquired a home. Water station repairman W. H. Kilbreath is preparing to move to New Castle.



On "September Morn" (September 1) switch tender Harry Watson at New Castle Junction, wore a very broad smile; just a little broader than usual. The reason? Harry's thirtieth birthday with the Company.

Harry has seen a good many changes on the railroad in power and equipment since he began his career, and expects to see a good many more days of work as well as changes, in keeping abreast of the times.

### Chicago Division

Correspondent, S. V. McKENNAN, *Assistant Chief Clerk to Superintendent.*

#### DIVISIONAL SAFETY COMMITTEE

J. F. KEEGAN.....Superintendent, Chairman, Garrett, Ind.  
T. B. BURGESS...Trainmaster, Vice-Chairman, Garrett, Ind.  
G. P. PALMER.....Division Engineer, Chicago, Ill.  
H. H. HARSH.....Division Engineer, Garrett, Ind.  
D. B. TAYLOR.....Master Carpenter, Garrett, Ind.  
F. W. RHUARK.....Master Mechanic, Garrett, Ind.  
D. HARTLE.....Road Foreman of Engines, Garrett, Ind.  
F. DORSEY.....Medical Examiner, Garrett, Ind.  
C. W. HEDRICK.....Medical Examiner, Chicago Jct., O.  
R. R. JENKINS.....Secretary Y.M.C.A., Chicago Jct., O.  
T. E. SPURRIER.....Claim Agent, Tiffin, O.  
JOHN DRAPER.....Agent, Chicago, Ill.  
H. P. BERCAW.....Agent, Wellsboro, Ind.  
B. M. REDMOND.....Engineer, Garrett, Ind.  
W. A. HEATH.....Fireman, Garrett, Ind.  
F. C. CAMPBELL.....Conductor, Garrett, Ind.  
J. E. SHIELDS.....Switchman, Chicago Jct., O.  
A. P. WENZLASS.....Machinist Helper, South Chicago, Ill.  
C. SHOMBERG.....Machinist, Garrett, Ind.  
J. H. GARRETT.....Machinist, Chicago Jct., O.

The Safety report for this division, which was issued under date of August 16, reached the office of the MAGAZINE soon after. It contains a comprehensive and well-arranged account of the Safety improvements made recently on the division. Of particular interest were several changes made to improve the sanitary conditions about the premises. The large number of suggestions for betterment in working conditions as made by the members of the Divisional Committee show that each of the men is watching out for the best interests of his fellow employees and endeavoring to promote their health and comfort through safe and clean working conditions. It also shows that the Company is taking up as fast as it can all the suggestions made by the Safety men and doing its utmost to act upon them favorably.

### South Chicago

Correspondent, OSCAR WACKER, *Car Distributor*

Our ever-obliging and "on the job" stenographer, Miss Esther Moberg, has returned from her vacation. She must have had a good time. "She looks it."

Included in her itinerary were Garrett, Indiana, Kalamazoo and Goblesville, Michigan, at which places she met friends who were happy to welcome her. All at the South Chicago freight office were glad to see "our little sunshine" return.

## Educational Opportunities

### For Men and Boys

Use off-hours to increase ability and to secure better position and salary. We had over 1000 students last season.

**DAY SCHOOL**—Business, Elementary and Preparatory courses.

**NIGHT SECTION** consists of

**Employed Boys' Grammar School**—5th, 6th, 7th, and 8th grades.

**Business School**—Courses in Bookkeeping, Stenography, Arithmetic, etc.

**Technical School**—Drafting, Electricity, Structural Engineering.

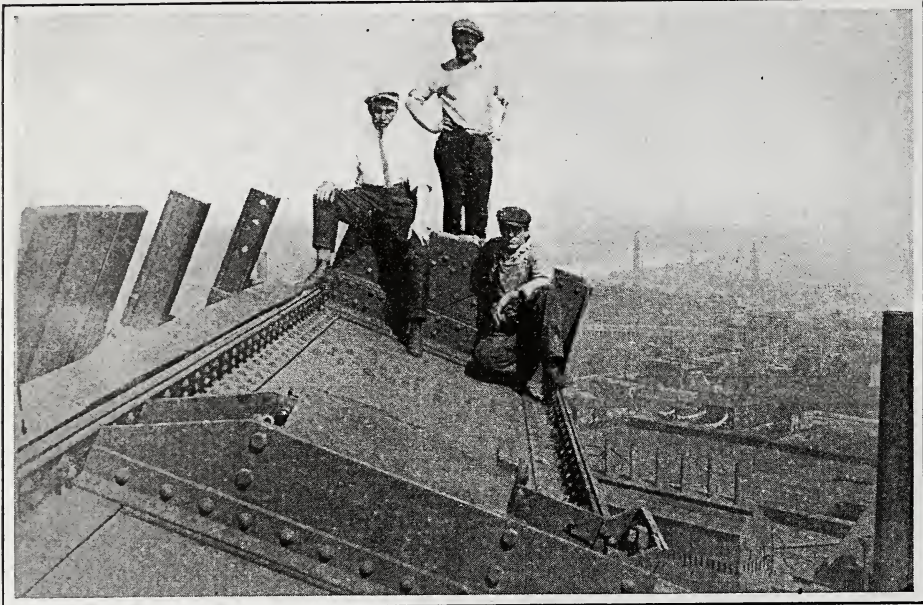
**Preparatory School**—Mathematics, German, French, Spanish, Chemistry, etc.

**School of Commerce and Finance**—Granting degrees. Courses in Accounting, Business Administration, Foreign Trade, Banking and Finance, etc.

Send for Circulars

# Y. M. C. A.

**Association Institute**  
Franklin and Cathedral Streets  
Baltimore, Maryland



BASCULE BRIDGE AT CHICAGO

Open just far enough to enable a boat to pass through. Mr. Seiferth, who focused camera, is on the left

The accompanying photographs were secured for the MAGAZINE by our South Chicago correspondent, Oscar Wacker, car distributor, from George Seiferth, chief maintainer of our big bascule bridge and interlocking plant at the Calumet River at South Chicago.

When Mr. Wacker sent these pictures in, he explained that they were taken by Mr. Seiferth, and, as we learned from his description of the views, that Mr. Seiferth was in two of them, we were unable to understand how he could have snapped them himself. Mr. Wacker explained as follows:

"When it is completely raised to its full height, the bridge forms a platform parallel with a platform on the center lever of the bridge. This is four by six feet in size. Mr. Seiferth placed his camera on this platform and after getting one of his helpers to sit on the top of the bridge, he focused the camera on him. When it was properly focused the helper came down and Mr. Seiferth took his place on the bridge. The helper had instructions from Mr. Seiferth to press the bulb and thus secured the picture."

These are exceptionally good photographs, both from the artistic and the human interest standpoint, and we wish we could have more of them for the EMPLOYEES MAGAZINE.

Our congenial chief clerk, Edward Boyle, has returned from his vacation. Being a great exponent and admirer of Chicago as a summer resort that can't be beaten, he spent his vacation

there, visiting the baseball parks and the lake. By the way, he claims that Lake Michigan is better than the Atlantic Ocean for a dip and a swim. Of course, he has never been to Atlantic City, Cape May, or other real summer resorts, so he boosts for Chicago and the Lake. Unfortunately, it rained every day during his stay in Chicago and there were no baseball games played. Also the water in the lake was too cold for bathing. Still, he says that Chicago is the best summer resort in the country. Well, it's fine to be a booster.

Lee A. Matthews, assistant to chief clerk in terminal trainmaster's office, had a great time when he visited his sister at Sommerdale, Alabama. He says the south is the country to live in: plenty of chicken, watermelon, etc., and beautiful sights and manifold pleasures. We are sorry, however, to advise his friends that, up to the present time, he has not recovered the watch



BASCULE BRIDGE STRAIGHT UP IN THE AIR



and umbrella which he claims he lost while out sight-seeing. We are all of the opinion that "Lee" needs a guardian next time he goes south.

Our westbound clerk, Harry Hagenauer, has returned to his desk from the Mercy Hospital, where he had an operation performed for the removal of his tonsils and two nasal bones in his nose. He is now much improved and asserts that he is cured of a very aggravating annoyance from which he had been a sufferer for years. His advice is, "Don't wait, but go and get relief."

### Chicago Terminal

Correspondent, G. W. HESSLAU, *Claims Investigator, Chicago*

#### DIVISIONAL SAFETY COMMITTEE

J. L. NICHOLS.....	Superintendent, Chairman
J. W. DACY.....	Trainmaster
G. P. PALMER.....	Division Engineer
F. W. LAMPHERE.....	Assistant Engineer
ALEX. CRAW.....	Division Claim Agent
C. T. HORGAN.....	Captain of Police
C. L. HEGLEY.....	Examiner and Recorder
H. McDONALD.....	Supervisor, Chicago Division
WM. HOGAN.....	Supervisor, Calumet Division
F. K. MOSES.....	Master Mechanic
F. S. DEVENY.....	Assistant Road Foreman of Engines
CHAS. ESPING.....	Master Carpenter
DR. E. J. HUGHES.....	Medical Examiner
C. O. SEIFERT.....	Signal Supervisor
R. J. OSBORN.....	Conductor
THOS. FOGG.....	Engineer
P. H. BILLETIER.....	Fireman
W. H. EGAN.....	Conductor
A. L. REEVES.....	Engineer
GEO. HENDRIX.....	Fireman
H. M. JOHNSON.....	Engineer



C. L. HEGLEY

The accompanying photograph of C. L. Hegley, examiner, needs but little, if any introduction. Mr. Hegley is among the old timers in the terminal and before assuming his present position was a passenger conductor. On an average about six hundred train and engine men face Mr. Hegley annually for examination on the book of rules. He is a pleasant little man, active in the Safety First movement, and is always ready to help and do his part.

Division claim agent Alex. Craw made a trip to New York city, going by way of boat from Chicago to Buffalo and returning by way of boat from New York to Baltimore.

A. R. Claytor, division claim agent, and wife, of Newark, Ohio, paid a visit to Chicago recently.

# \$3000 FOR YOU

That's the money you should get this year. I mean it. I want County Sales Managers quick, men or women who believe in the square deal, who will go into partnership with me. No experience needed. My folding Bath Tub has taken the country by storm. Solves the bathing problem. No plumbing, no water works required. Full length bath in any room. Folds in small roll, handy as an umbrella. I tell you it's great! GREAT! Rivals \$10 bath room. Now listen! I want YOU to handle your county. I'll furnish demonstrating tub on liberal plan. I'm positive—absolutely certain—you can get bigger money in a week with me than you ever made in a month before. **I KNOW IT!**

## Two Sales a Day— \$300.00 a Month

That's what you should get—every month. Needed in every home, badly wanted, eagerly bought. Modern bathing facilities for all the people. Take the orders right and left. Quick sales, immense profits. Look at these men—Smith, Ohio, got 18 orders first week; Meyers, Wis., \$250 profit first month; Newton, California, \$80 in three days. You should do as well. **2 SALES A DAY MEANS \$300 A MONTH.** The work is very easy, pleasant, permanent, fascinating. It means a business of your own. Little capital needed. I grant credit—Help you out—Back you up—Don't doubt—Don't hesitate—Don't hold back—You cannot lose. My other men are building houses, bank accounts, so can you. Act then quick, SEND NO MONEY. Just name on penny post card for free tub offer. Hustle!

Exclusive Territory.  
100% Profit.

Demonstrating  
Tub  
Furnished

H. S. Robinson, Pres., 2261  
Factories Bldg., TOLEDO, OHIO  
Canadian Branch — Walkerville, Ont.

Please mention this magazine

The condition of conductor Charles M. Bean is rapidly improving and a speedy recovery is anticipated.

Miss Anna Quinn, telephone operator, spent a three weeks' vacation at Saugatuck, Mich., fishing, bathing and boating. Miss Quinn is quite tanned and claims to have enjoyed her rest.

Road foreman of engines F. S. DeVeny spent his vacation at home, supervising the construction of a model garage. We don't know for sure what the name of the machine is, but Mr. DeVeny was seen in the salesrooms of the Maxwell Motor Company.

Special movement clerk H. N. Nelson and family are visiting relatives at Rankin, Illinois.

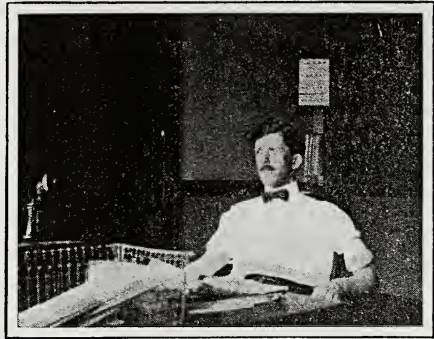
Now that the offices and halls have all been recalculated, let's watch out for the outsiders who are such "artists" that they have to take a pencil and mark their line of walk along the hall.

There has been a deal of competition among the anglers located in the general offices. The accompanying photo shows H. E. Hanse, chief clerk to superintendent, who is trying to make his competitors believe (and he is getting away with it) that the fish shown in the photo was used by him as bait while on the coast recently. If these facts are as he states, and no doubt they are, Messrs. Finnegan, White and Lozo will have to go some to hold up their end of it.



**BLACK SEA BASS**

Weighing 225 lbs. and caught at Santa Catalina Island, California



**DR. J. H. MAYER**

Effective September 1, Dr. J. H. Mayer, assistant medical examiner, was transferred to Parkersburg, West Virginia. Dr. Mayer has been at Chicago since 1910 and in addition to making many near friends, was well liked by everybody. Though we dislike to see him leave Chicago, we all wish him success. The accompanying photograph of Dr. Mayer at his desk is a striking resemblance and shows him with his sleeves rolled up ready to pitch in for the day's work.

Leslie Gilford, the mailman between East Chicago and Chicago, handled the mail in good shape during the absence of Jesse Morgan.

The truth will eventually "leak out" even though it takes a long while sometimes. Franklin Ruth, wheelage clerk in the car accountant's, paid a visit to Milwaukee, Wis., on March 24, last, but the object of his mission was not learned until recently. Her name on March 23 was Miss Adell Wetz of Milwaukee, but now it is Mrs. Franklin Ruth of Chicago. Their honeymoon was spent at Pewaukee, Wis., after which they came back to their new home at 5036 Winthrop Avenue, Chicago.

We are proud to mention the worthy assistance rendered by one of our employes in the accident to the S. S. Eastland, which sank in the Chicago River on the morning of July 24, resulting in the loss of nearly 1,000 lives.

Phillip Iverson, of the auditing department, was spending a peaceful vacation at LaCrosse, Wis., when he read in the local newspapers of the terrible disaster. Owning a motor boat and realizing that he would be of some assistance in the search for lost bodies, he arrived at Chicago as soon as he could and on the following Monday morning he reported to the city police department with his motor boat, "Irving D," and offered his services. He was given a crew of city firemen and some dragging nets and for four days the "Irving D" with Iverson as its pilot dragged the Chicago River for lost victims and succeeded in recovering about fifteen.

On account of the sad disaster which befell the S. S. Eastland, the Railroad Smoke Inspectors of Chicago cancelled their fourth annual boat excursion.



Engineer George E. Neimuth, his wife and son Herbert, have recently returned from an extended trip through California, where they visited the two fairs.

Mrs. John Latshaw, her son Fred and daughter Carrie, are visiting relatives at Chatam, Mass. In the meantime, engineer Latshaw is keeping house as well as No. 1969 humming between Robey Street and Barr Yard.

Operator R. A. Baker is now working as dispatcher, relieving dispatcher R. C. Williams, who, with his wife, is spending his vacation at New York.

Effective July 31, James J. McDermott, clerk to captain of police, resigned. Mr. McDermott was succeeded by John M. Coan of the president's office, Gerald McCarthy succeeding Mr. Coan.

**A GOOD PRACTICE—ADOPT IT.** Recently a car repairer was injured at East Chicago, apparently through carelessness on his own part. The following was noted on the back of the personal injury form: "Injured person was instructed to be more careful in the future," and signed by Martin Schuab, car foreman. This is a good idea and should be adopted by all. When this is done the chairman of our Safety Committee can readily see by just glancing over the personal injury reports what all are doing in the promotion of Safety First.

Chief yard clerk J. R. Bain and wife spent vacation time visiting friends at Tripp, S. D.

A. W. Booth, assistant general yardmaster at East Chicago, and wife spent a vacation at Kansas City, Mo.

Yardmaster D. Carr and wife visited relatives at Ely, Minn., during the former's vacation and he is now back on the job at Homan Avenue.

Engineer James A. Meehan recently returned from a visit to his daughter at Johnson Junction, Ky.

Henry C. Arens, former fireman and smoke inspector, now a switchman at Empire Slip, is rapidly recovering from the injury he recently sustained.

The condition of section foreman Ed. Fogarty does not seem to improve very much. He is suffering from nervousness as well as his heart. All hope his condition will soon be better.

### LEST YE FORGET.

EDUCATION AND INTEREST ARE THE KERNEL OF THE SAFETY MOVEMENT. WITH THESE THOROUGHLY APPLIED THERE CAN BE NOTHING BUT SUCCESSFUL MATURITY.

IF YOU SEE A FELLOW EMPLOYEE DO ANYTHING CONTRARY TO SAFETY, FIND OUT WHETHER OR NOT HE KNOWS BETTER.

IF HE DOES, INTEREST HIM.

IF HE DOES NOT, EDUCATE HIM.

## Ohio Division

Correspondent, C. N. BEYERLEY,  
Chillicothe, Ohio

### DIVISIONAL SAFETY COMMITTEE

G. D. BROOKE.....	Superintendent, Chairman
R. C. WESCOTT.....	Trainmaster
WM. GRAP.....	Road Foreman of Engines
E. J. CORRELL.....	Division Engineer
P. H. REEVES.....	Master Mechanic
A. L. TOWNSEND.....	Agent
L. H. SOMINDS.....	Claim Agent
DR. F. H. WEIDEMANN.....	Medical Examiner
H. N. SMITH.....	Switchman
TIMOTHY CLIFFORD.....	Engineer
F. MYERS.....	Fireman
F. S. DONALDSON.....	Conductor
P. CLARK.....	Supervisor
G. F. BUESE.....	Gang Foreman, Car Department
T. D. SPENSE.....	Boilermaker

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Auto Owners	Contractors

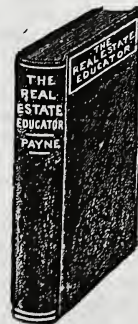
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## An Educator that Educates

Address EMPLOYEES MAGAZINE  
Camden Station Baltimore, Md.

The Baltimore and Ohio Railroad has been granted permission by the City of Chillicothe, to construct an additional track through the city. When this is completed, a double track will be formed to the outskirts of the city, and the operation of this double track will greatly reduce delays to trains getting into the terminal.

Paul K. Partee spent his vacation in the east, and visited Atlantic City, Philadelphia and New York.

Ralph H. West entered the clerical force at the general car foreman's office on September first. Mr. West was formerly employed as clerk in division engineer's office, but was furloughed on account of light business.

The interior of the depot and office building at Chillicothe has been repainted and revarnished, the appearance thereby being greatly improved.

F. C. McReynolds, ticket agent at Chillicothe, is spending his vacation in the east. A flash has been received that he has taken unto himself a wife, but we have not yet learned the name of the young lady. However, we wish him happiness, and can promise him a ride in the "Calf Wagon" when he returns.

The International Correspondence school air brake instruction car has been stationed at Chillicothe for the past several weeks. Instructions are being given daily for the benefit of men in engine, train and shop service. All engineers running out of Chillicothe will be required to attend these lectures and all firemen, trainmen and shopmen are urged to attend whenever possible.

Conductor of No. 1, when backing into station at Cincinnati, is requested to announce that all passengers should remain seated until the train has come to a stop, this being desirable because of the trains coupling to cars in the depot. This precaution on the part of conductors will prevent the possibility of injury to passengers who might otherwise try to crowd to one end of the coach, and be thrown when the coupling is made.

Extensive improvements have been made in the rest cars in Cincinnati. A false roof has been placed over them, so as to make them as cool as practicable. Employees of the Ohio Division can secure a bed at the Stock Yards, by payment of a dime to the attendant in charge of the cars, or can secure a book of tickets from him. As soon as possible, it is the intention to add shower baths, which will add very much to our men's comfort and convenience.

On account of increasing business, it has been necessary to put on an extra yard engine at Chillicothe. Several employees who were furloughed last winter have been reinstated.

## Indiana Division

Correspondent, O. E. HENDERSON, *Conductor*,  
Seymour, Ind.

### DIVISIONAL SAFETY COMMITTEE

E. W. SCHEER.....Superintendent, Chairman, Seymour, Ind.  
J. B. PURKHISER.....Trainmaster, Seymour, Ind.  
E. J. LAMPERT.....Trainmaster, Cincinnati, O.  
H. A. CASSIL.....Division Engineer, Seymour, Ind.  
P. T. HORAN.....R. H. Foreman, Seymour, Ind.  
S. A. ROGERS.....Road Foreman of Engines, Seymour, Ind.  
M. A. MCCARTHY.....Division Operator, Seymour, Ind.  
G. R. GAYER.....Medical Examiner, Cincinnati, O.  
L. A. CORDIE.....Assistant Agent, Cincinnati, O.  
J. E. SANDS.....Agent, Louisville, Ky.  
E. MASSMAN.....Agent, Seymour, Ind.  
J. E. O'DOM.....Special Claim Agent, Cincinnati, O.  
HUGO SIEFKER.....Engineer, Seymour, Ind.  
A. HODAPP.....Conductor, Seymour, Ind.  
W. K. BARLOW.....Fireman, Seymour, Ind.  
RALPH BOAS.....Brakeman, Seymour, Ind.  
ELMER CARTWRIGHT.....Clerk, Caller, Storrs, O.  
A. W. HAYES.....Car Repairer, Storrs, O.

## Illinois Division

Correspondent, C. F. WHITE, *Dispatcher*,  
Flora, Ill.

### DIVISIONAL SAFETY COMMITTEE

R. B. WHITE.....Superintendent, Chairman, Flora, Ill.  
C. G. STEVENS.....Trainmaster, Flora, Ill.  
C. W. POTTER.....Trainmaster, Flora, Ill.  
H. R. GIBSON.....Division Engineer, Flora, Ill.  
H. E. GREENWOOD.....Master Mechanic, Flora, Ill.  
F. HODAPP.....Road Foreman, Flora, Ill.  
H. E. ORR.....Master Carpenter, Flora, Ill.  
C. S. WHITMORE.....Signal Supervisor, Flora, Ill.  
W. G. BURNS.....Supervisor, Vincennes, Ind.  
F. WYATT.....Supervisor, Flora, Ill.  
B. O'BRIEN.....Supervisor, Carlyle, Ill.  
W. COOK.....Supervisor, Springfield, Ill.  
G. H. SINGER.....Agent, East St. Louis, Ill.  
W. C. DEITZ.....General Foreman, Flora, Ill.  
S. B. WESTLAKE.....Medical Examiner, East St. Louis, Ill.  
J. R. BRAFDORD.....Claim Agent, Olney, Ill.  
A. HAAG.....Yard Engineer, Washington, Ind.  
B. HUGGINS.....Fireman, Flora, Ill.  
H. E. BOYD.....Brakeman, Flora, Ill.  
J. LONG.....Yard Conductor, Flora, Ill.  
J. MANGIN.....Machinist, Washington, Ind.  
C. J. ELK.....Boiler Shop Foreman, Washington, Ind.  
F. M. PEEBLES.....Piece Work Inspector, Washington, Ind.



HOME OF ENGINEER BORDERS  
Washington, Ind.  
"OH YOU WINTER"





TRAIN No. 132 AND EMPLOYEES  
at Shawneetown, Ill.

The following station circulars were issued in July: No. 156-A—Per Diem. Per Diem Rule No. 14. Effective July 1, 1915, per diem rule 14 will read as follows:

"14—(A) A road failing to receive promptly from a connection cars upon which it has laid no embargo, shall be responsible to the connection for the per diem on cars held for delivery, including the home cars of such connection.

"(B) A road failing to receive promptly from a connection empty cars at home on its road, moving home under car service rules, shall be responsible to the connection for double the per diem on such cars held for delivery after the first day for which reclaim is made.

"(C) If such failure to receive shall continue for more than three days, the delinquent line shall thereafter in addition be responsible for such per diem on all cars wherever in transit which are thus held back for delivery.

"(D) It shall be the duty of a connection intending reclaim such per diem allowance to notify the delinquent line daily of the total number of cars so held for it, and when required to furnish the initials and numbers of the cars."

Particular attention is called to paragraph (B) which requires that a road failing to receive promptly from a connection empty cars, shall be responsible to connection for double the per diem on such cars held for delivery after the first day for which reclaim is made.

It will be necessary that agents when reporting cars to the superintendent's office, show whether each car is loaded or empty, and when notifying connections, notice should show total number of loaded cars and total number of empty cars. Statement of initials and car numbers furnished to connections, should show whether loaded or empty. Notices received from connections should show similar information. If notices are received showing total number of cars held, or initials and numbers of cars held, no separation being made on loaded and empty cars, matter should be immediately taken up between the local representatives, that correct report may be promptly made.

Station Circular No. 95-C.  
Yard Circular No. 47-B.

Agents and others are not complying with instructions issued in August, 1914, regarding the proper handling of stores department supplies.

The instructions provide that Form No. 2375 must be used for all such supplies, that a thirty days' supply will be ordered and that the book must be in the superintendent's office not later than the fifth of each month—the supplies that you desire to be listed under the month in the book that you send the book in. For instance in sending the book to the superintendent's office in month of July of before July 5 all the supplies that you require should be listed under "July."

You will receive a new book Form 2375 which you will commence using effective July 1 and in the future requisitions will not be filled unless the requisition is properly prepared.

It is desired each and every agent, yardmaster, or others, ordering stores department supplies to immediately take this book and take an inventory of the present stock at their station and show information for each item under "amount on hand July 1."

**50 Cards** in book form with your name, address and Baltimore & Ohio Safety emblem in corner for **35 cents**  
**THE QUEEN CARD COMPANY**  
Sixth and German Sts. CINCINNATI, O.



**\$2.00 A MONTH**

buys a Standard Typewriter, your choice. Late Style Visibles. Every modern operating convenience. Back Spacer—Tabulator—Two Color Ribbon—Automatic Ribbon Reverse, etc. Bargain Prices. Perfect machines with complete equipment and every extra. Guaranteed for life. Free circular describes special Five Days' Trial Offer

**HARRY A. SMITH**  
620—231 No. 5th Ave., Chicago

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For Roofing, Waterproofing, Paving, Saturating,  
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Atlanta

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Pueblo  
Tulsa

*Please mention this magazine*



FLORA, ILL., BALTIMORE &amp; OHIO BASEBALL TEAM

It is also desired that you check back and under "Average monthly consumption previous year" desire that you show information as to the amount of each article that you consumed each thirty days in the past year.

This must be given careful consideration and absolutely correct information shown. In case your book should become lost you will please advise the superintendent promptly so that another copy can be sent you—but it must be understood in all cases before requisitions are honored that the book must be filled out in every particular as instructed above.

Each book will be numbered and a record of number kept in the superintendent's office. This is to prevent two books being assigned to any one station or operation.

Station Circular No. 327-A.  
Staff Circular No. 108.

Under date of December 20, instructions were issued to the effect that this Company would not furnish shippers with material nor would we undertake to provide bulkheads in cars in order to carry separated lots of grain, apples, potatoes, etc., in cars.

It should also be understood that we will in no instance provide stock shippers with material for constructing partitions on stock cars or any other cars.

Lumber or grain doors will only be furnished shippers by the railroad company for use across the doors of cars containing such freight as

makes it necessary to board up the door. We positively will not furnish any material to be used in building partitions of any kind within the car.

Grain doors or grain door lumber stock provided at stations is under the supervision of the agent and he must see to it that the material is used only for the purpose provided. Grain door material is an item of a great deal of expense to the railroad company and as stated above agents are expected to keep a very close check on such material sent to their station to the end that it be used with the greatest economy and used only for the purpose of boarding up the doors of cars loaded with grain, bulk apples, bulk potatoes, etc.

Under circular letter of June 25, exclusive agents will be allowed vacations on the following basis: Those in service as agent one year, seven days. Those in service as agent over two years, fifteen days. At the larger stations the work will be conducted during the absence of the agent by the station force without additional expense. At the smaller stations where the force is insufficient to properly care for the work a relief agent will be furnished to take care of the work.

Agents will be required to take their vacations, and compensation in lieu thereof will not be allowed at larger stations, and only at the smaller stations in the event it is impossible to furnish relief. If an agent has laid off at any



time within the year to exceed ten days this forfeits his right to a vacation.

B. A. I. Order 239—Revoking B. A. I. Order 233 To Prevent the Spread of Foot-and-mouth Disease in Cattle, Sheep, Other Ruminants, and Swine. Under authority conferred by law, B. A. I. Order 233, dated February 13, 1915, requiring "That no cattle, sheep, other ruminants, or swine shall be transported or otherwise moved from one state or territory of the United States, or the District of Columbia, into or through any other state or territory of the United States, or the District of Columbia, for feeding, breeding, stocking, or dairy purposes, unless the cars or other vehicles in which the animals are loaded for interstate shipment are first cleaned of all loose litter and other material, and properly disinfected," is revoked, such revocation to be effective July 15, 1915. This order for the purpose of identification shall be designated as B. A. I. Order 239. On and after July 15, 1915, the cleaning and disinfecting of cars used in the interstate transportation of live stock will be governed by the requirements of B. A. I. Orders 210 and 238, and amendments thereto.

The following general orders have been issued:

No. 23—

Switch stand with Anderson Safety Switch Lock has been installed on Mill Spur Switch, Washington.

After removing the switch lock it is necessary to operate separate foot pedal to unlock the safety device before the switch can be thrown.

No. 25—

Frog and switch at Haytts Spur west of Shops has been removed.

No. 28—

The practice of allowing passengers to get on and off passenger trains when they stop at East Mine at Breese for coal and water, will be discontinued at once.

We have no facilities at this point for handling passengers, and a stop there will be treated the same as any other stop between stations not provided for in the schedule.

The East St. Louis clerks defeated the Flora clerks in a very interesting game of baseball at Flora on July 31, the score being five to two. The photograph of the Flora team on page 104 shows some good talent, which manager Hopkins is willing as well as anxious to match against any team on the System.

From left to right standing are: Joe Devanney, tonnage clerk, umpire; H. L. Vermilion, time clerk, pitcher; N. Monical, time clerk, center field; C. E. Francis, chief clerk to division engineer, first base; J. Cherry, operator, pitcher; W. R. Jones, trainmaster's clerk, mascot; Robert Jeffries, assistant time keeper, third base.

Bottom row: W. S. Hopkins, C. T. time keeper, manager; H. N. Hogan, file clerk, right field; Elmer Sheets, shop clerk, left field; G. J. Klier, operator, catcher; M. M. Watson, road foreman engines clerk, short stop; C. H. Chickedantz, stenographer, second base.

Brakeman J. M. Carney has purchased the Company restaurant at Flora and is preparing to take care of the boys in a manner that will be appreciated by them.

It is intensely interesting to note the report of the divisional Safety Committee for August. Over twenty-five separate items needing attention were reported during the month and remedied. The men on line all over the division undoubtedly feel a renewed interest in safety work when they see from these reports that the Company is doing its utmost to make the working conditions of the employes as safe as new appliances, corrections and improvements can make them.



**TYPEWRITERS ALL MAKES**  
Prices \$15.00 up. SOLD OR RENTED  
anywhere at 1/4 to 1/2 MANUFACTURERS'  
PRICES, allowing RENTAL TO APPLY  
ON PRICE. Free Trial. Installment  
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TYPEWRITER EMPORIUM, 34-38 W. Lake St., Chicago

## PATENTS

THAT PROTECT AND PAY  
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Send sketch or model for search. Highest References.  
Best Results. Promptness Assured.

WATSON E. COLEMAN, Patent Lawyer  
624 F Street, N. W. Washington, D. C.

## This Man



**Has the Most  
Wonderful  
Memory  
Ever Known**

HE can give the population of any place  
in America of over 5,000—

HE can give every important date in world-history—

HE has 300,000 Facts and Figures stored away in his brain.

William Berol is this man's name, and a few years ago his memory was distressingly poor. His amazing efficiency was developed through his own simple, practical method.

His system is being taught with great success to large classes at many educational institutions in New York City. You can learn it easily, quickly, by mail.

## The Berol Method Will Build YOUR Memory So That It Need Never Fail

You will be able to recall Names, Faces, Dates, Telephone Numbers; his simple system will cure initial-wandering and teach concentration; you can remember facts in a book after one reading; you can recall any episode that you wish; you can become a clear thinker, and in public speaking never be at a loss for a word. Give this method a few spare minutes daily, at home, and you will be astonished.

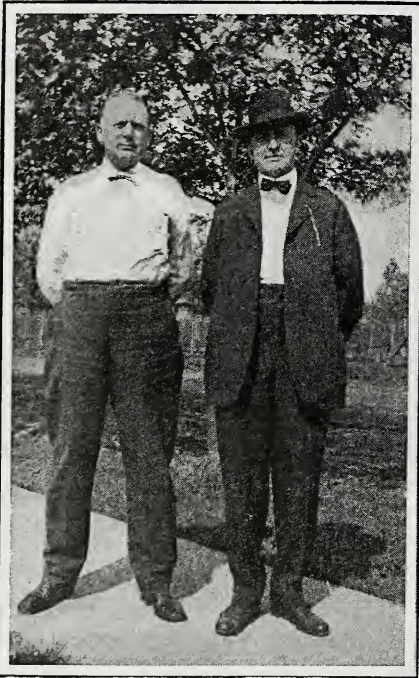
Write to-day for full free particulars of this man's wonderful memory and our offer to YOU.

FUNK & WAGNALLS COMPANY, Dept. 404, New York

Operators Richards and Hoffman have returned from the fair and report having had a fine time. Several of the Illinois Division employes are spending their vacations taking in the fair.

On August 2, a telegraph and block office was opened at Cisne and R. O. Farthing was appointed acting agent, vice J. P. Smith, who was transferred on account of not being a telegraph operator.

On July 23, Frank M. Brown was appointed local watch inspector at Pana, Ill.



PHILIP HENRY, Agent, Furman, Ill., and W. REIDLEBERGER, JR., Agent, Taylor Coal Co. of O'Fallon, Ill.

On July 23, General Order No. 28 was issued modifying Special Time-Table Rule No. 2 to the extent that at Flora and Vincennes Form A, part (a) Line 5 will be issued by the operator, properly authorized by the dispatcher, for the information of the conductors and engineers of first class trains. This relieves the conductor of examining the register, but will register with Form C. At Flora the operator will be located at a desk in the baggage room. This arrangement will eliminate the necessity of the conductors making long trips to the telegraph offices at these points for orders and to register.

General Order No. 37 issued on August 1 to all conductors and engineers relative to switch lights found not burning or burning dimly requires that engineers of passenger

trains will report the fact to the superintendent and division engineer from the first open telegraph office, and that the train dispatcher on duty, upon receipt of this report, will select the first available employe to go and put the light in proper condition, making full report of conditions found. When trains other than passenger trains find switch lights not burning or burning dimly, the train will stop and the conductor put the light in proper condition, and wire the superintendent and division engineer from the first open telegraph office, giving full particulars.

In Station Circular No. 359, agents at stations where locals are required to do switching, are instructed to send their switch list by telegraph to the train in order that the crew may be in possession of information concerning work to be done at the station before their arrival. The list should also include any information that may be of assistance to the train crew in handling the work, particularly in regard to the loading of freight.

The passing track at Trenton has been extended east to include the old east storage track and has been connected with main track at a point 2000 feet east of the old location of east switch of the passing track. The passing track now has a capacity of 102 cars. This will eliminate a great deal of delay heretofore experienced in holding trains back on account of the passing track being too short.

On July 15, the switches of the house track and C. B. & Q. interchange track at Shattuc were bolt locked with the interlocking plant and cannot be opened with either of the home signals in clear position.

The switches and frogs on all unused industry and other tracks are being removed in order to do away with all unnecessary main line switches. The following have been removed: West end stock track Sandoval; West Trenton Mine lead; Taylors Mine track east of Carbon; Ridge Prairie Mine track west of Carbon; both west and east end of Gartside siding, and East St. Louis Light and Power Company's siding near Willows.

## Toledo Division

Correspondent, H. W. BRANT, *Division Operator, Dayton, Ohio*

### DIVISIONAL SAFETY COMMITTEE

F. B. MITCHELL.....	Superintendent, Chairman, Dayton, O
R. B. MANN.....	Assistant Superintendent, Cincinnati, O
E. W. HOFFMAN.....	Assistant Superintendent, Toledo, O
M. S. KOPP.....	Trainmaster, Dayton, O
C. W. HAVENS.....	Trainmaster, Lima, O
R. B. FITZPATRICK.....	Trainmaster, Cincinnati, O
F. J. PARRISH.....	Division Engineer, Dayton, O
M. P. HOBAN.....	Road Foreman of Engines, Dayton, O
O. STEVENS.....	Road Foreman of Engines, Lima, O
H. W. BRANT.....	Division Operator, Dayton, O
W. D. JOHNSTON.....	Master Mechanic, Ivorydale, O
C. M. HITCH.....	General Car Inspector, Cincinnati, O
J. R. CASAD.....	Claim Agent, Dayton, O
F. S. DECAMP.....	Claim Agent, Cincinnati, O
JOHN SULLIVAN.....	Supervisor M. of W., Hamilton, O
E. LEDGER.....	Supervisor M. of W., Dayton, O
W. O'BRIEN.....	Supervisor M. of W., Rossford, O



G. W. THOMAS	Master Carpenter, Dayton, O.
G. W. KYDD	Supervisor Signals, Dayton, O.
Dr. F. S. THOMPSON	Medical Examiner, Dayton, O.
Dr. Wm. Ryan	Medical Examiner, Dayton, O.
E. C. SKINNER	Agent, Cincinnati, O.
J. F. FISHER	Agent, Toledo, O.
L. F. HOCKETT	Agent, Dayton, O.
J. C. STIPP	Agent, Lima, O.
E. F. MALEY	Agent, Piqua, O.
S. O. MYGATT	Depot Master, Cincinnati, O.
W. A. IRELAND	Depot Master, Dayton, O.
W. H. SITES	Road Engineer, Lima, O.
F. E. MORE	Road Engineer, Lima, O.
H. B. SMITH	Road Conductor, Lima, O.
W. J. SIMMONS	Road Conductor, Lima, O.
E. RICE	Yard Conductor, Dayton, O.
A. GRONBACH	Yard Conductor, Hamilton, O.
R. E. McKENNA	Yard Conductor, Cincinnati, O.
CARL KOCH	Shopman, Lima, O.
JOHN RILEY	Shopman, Dayton, O.
A. BREHARDT	Shopman, Rossford, O.
FRANK ZUREICH	Shopman Cincinnati, O.
JOHN RYAN	Track Foreman, Middletown, O.
J. R. ELLERS	Track Foreman, Sidney, O.
E. L. KELLEY	Assistant Yardmaster, Rossford, O.
WM. KOSCHE	Shopman, Ivorydale, O.
J. S. McLEAN	Secretary to Supt., Secretary, Dayton, O.

Carl O'Connor and Dennis Sullivan, clerks in the local office at Toledo, are back at their desks again, having fully recovered from the effects of their week's vacation.

T. E. McDermott has been transferred from the office of division engineer to office of assistant superintendent at Toledo.

Miss Helen Bronson, stenographer in office of assistant superintendent at Toledo, spent her vacation at Point Place where she has a cottage. Except for the rain, mosquitoes, and sunburn, she had a most enjoyable time.

Frank McManus, timekeeper at Toledo, has become a motor boat fan. He may be seen almost any evening skimming over the placid waters of the Maumee. He vows that at the next regatta he will give some of the fast boats a good run for their money.

Among the improvements recently made at Toledo is the installation of a new 150-ton track scale. It is of the most modern type and the scale house is lighted by electricity. Large reflectors outside the house enable those doing the weighing to read the numbers and tare weights on cars without the necessity of using lanterns.

The telegraph office at Penna Junction, Toledo, looks much better since electric lights have been installed.

Western Union wires have been cut in the office of assistant superintendent at Toledo to take care of the large volume of business incident to handling lake traffic.

The old salt house at Toledo has been dismantled and the work of filling the Bayou has begun. Considerable filling has been done at the north end with the result that this locality presents a much better appearance now. Filling the Bayou is one of the hobbies of assistant superintendent Hoffman, who says he will never give up until he has trees growing over what is now a lagoon.

Assistant superintendent Hoffman was the recipient of a joint letter from employees at Toledo expressing their thanks to the Cincinnati Hamilton & Dayton Company for its action in promoting the picnic at Ottawa Park.

# LAUGHLIN

AUTOMATIC—NON-LEAKABLE

SELF STARTING  
FILLING PEN

TEN DAYS' FREE TRIAL

You don't have to fuss and shake a Laughlin to start the ink—*It's a Self-Starter.*

You don't have to fill the Laughlin, *it's a Self-Filler.*

You don't have to clean the Laughlin, *it's a Self-Cleaner.*

You don't have to monkey with dangerous, awkward or unsightly locks, extensions, or so-called safety devices—*There are none.*

You can't forget to seal a Laughlin against leaking, it seals itself air-tight *Automatically.*

You can't lose your cap from a Laughlin—it secures itself *Automatically.*

You can't break your cap or holder on a Laughlin—*They are non-breakable.*

Holder and cap of scientific, reinforced construction throughout. (*See illustration.*) You don't have to wait until a Laughlin is ready. It is ready to write when you are; the air-tight, leak-proof construction keeps pen and feed "primed," insuring a free uniform flow of ink instantly—even though not previously used for a year. It performs these functions with no more hindrance or interruption to your thoughts or writing inspiration than your breathing. *These results—or your money back.*

These features are peculiar only to this patented construction.

**\$2.50** By Insured mail  
Prepaid to any address

Just enclose \$2.50 with this coupon containing your name and address, we will send the pen by return mail. **Delivery guaranteed.**

FILL OUT AND MAIL TODAY.

LAUGHLIN MFG. CO.,

7 Fine Arts Bldg., DETROIT, MICH.

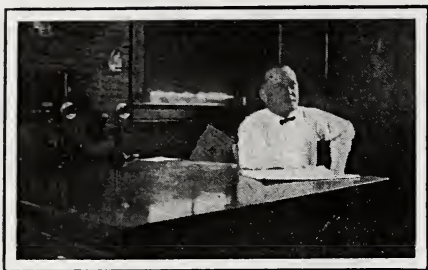
GENTLEMEN—Here is \$2.50. Send me the pen described in this advertisement. If pen is not satisfactory, you refund the money.

Name.....

City..... State.....



Please mention this magazine



E. W. HOFFMAN

Assistant Superintendent Toledo Division, in charge  
of Toledo Terminals

"THE FATAL TRIP OF THE 4108."

Garland Graves is home again  
From an extended firing trip;  
He was expected here some time ago  
But best laid plans will slip.

Some days ago they wanted to run  
A crew on a special train;  
Gilbert and Graves looked good to them  
So the caller got their names.

Now no one knew that a "busted" flue  
And a lot more inner trouble  
Was in the "8" and to keep her straight  
Was the task of two crews double.

The call boy started out to find  
Gravey at home in bed;  
At least, when asked where he was found,  
That's what Gravey said.

Gilbert was next on the calling list,  
And the call boy says he found  
Him at Chester park in a bathing suit  
Adrift on the merry-go-round.

When the time arrived for the train to start  
They both looked fairly well;  
Gilbert blew the whistle  
And Gravey rang the bell.

'Twas a gladsome sight that fatal night  
To see that selected crew  
Take out that special of selected freight  
With power they little knew.

The rest of the story is roundhouse talk;  
Their record that runs will live;  
They say such engines are bound to balk  
But the road foreman won't forgive.

For they stalled when they left the level  
And they slipped where the track was good  
And they foundered at wayside stations  
And they died at Maplewood.

They doubled each hill in sections  
And they blocked the whole blamed main  
Till another crew brought an engine around  
And got them going again.

Gravey raked down the center  
And he swung the fire-door to;  
Gilbert eased her at every point  
Using the tricks he knew.

But their "jinx" sat tight on the bell cord  
And grinned as he saw them sweat;  
If Milhon had failed to show up that night  
The "8" would be dead there yet.

Gilbert says it was due to Gravey,  
Gravey says it was due to luck,  
But the dispatchers claim, who watched that  
train,  
They thought the darn thing was stuck.

So Garland Graves is home again  
And Gilbert is also here,  
And the "Main" is clear for other trains  
But when Maplewood you hear—

You will note all crews look sharply  
And the emergency they try  
For the No. "8" may be stalled there yet  
Since the night Graves let her die.

R. B. Mann, assistant superintendent at Cincinnati, who made the offer of a dinner in celebration of the day—should it ever occur—on which 500 cars of coal are dumped at Toledo in twenty-four hours, has not been heard from since he learned that 534 cars were dumped one day. It has been suggested that a committee be appointed to ascertain whether there is enough ink in his fountain pen now to write a check for the amount, which should be in the neighborhood of \$13.85.

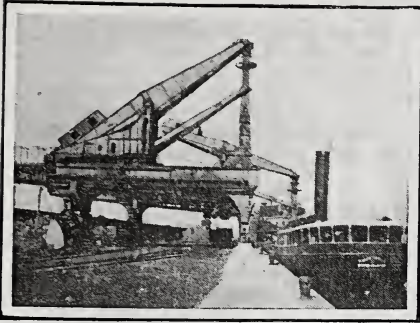
Visitors to the docks at Rossford say that the prettiest lawn and grounds in the vicinity surround the Cincinnati, Hamilton & Dayton rest house. C. H. Ellzey, the manager, is to be complimented, for he keeps everything in fine shape.

The accompanying pictures are of the Cincinnati, Hamilton and Dayton docks at Toledo and also of the rest house (page 110). The rest house is operated for benefit of employees. Meals may



WAITING FOR CARGO AT TOLEDO DOCK





UNLOADING ORE FROM BOATS AT TOLEDO

be had at all hours. Rooms are fitted up with beds for employes in train and engine service. This building is located in a beautiful spot, surrounded by well-kept spacious grounds containing much shrubbery, flowers and vines.

C. E. McGann, roundhouse foreman at Toledo, spent his vacation at Ludlow, Ky. He asserts that Ludlow is his old home town and that there are many attractions for him there. Of course, Charlie.

W. J. Holland, storekeeper at Toledo, has been promoted to a similar position at Ivorydale. He takes with him the best wishes of a host of friends.

Frank Gaffney, O. S. & D. clerk at Toledo, is back at his desk after taking a honeymoon trip.

Raymond Winters, yard clerk at Rossford, spent a few days at Columbus recently.

John Cook, tally clerk at Toledo, spent a week at Yellow Springs, and says he had a fine time.

R. B. Merritt, electrician at the Rossford ore dock, visited Conneaut, Ohio, recently.

Harry Day, revision clerk at Toledo, has resigned to accept a good offer from the Willys-Overland Co.

H. Griffiths, chief electrician at Rossford ore dock, with his family, was a visitor at Conneaut, Ohio, recently.

George Lohner, who went to California for his health, has returned very much improved. He has resumed the position of chief claim clerk in the local office at Toledo.

John Maloney, warehouse foreman at Toledo, spent his vacation enjoying the beauties of the Colorado Rockies.

Roy Bohannon, yard conductor at Toledo, passed around cigars on account of the arrival of a ten-pound girl at his home on July 12. The baby has been named Margaret.

Robert Horstman, yardmaster at Rossford, took his annual vacation in Colorado. While out there he was suddenly called home by the unexpected death of his brother.

## HOTEL RITTENHOUSE

Chestnut, between 21st and 22nd Streets  
PHILADELPHIA

¶ Two minutes walk from the Baltimore and Ohio station, five minutes from Broad Street, City Hall and the theatres by direct and comfortable trolley route.

¶ A quiet, cozy hotel where every patron is a guest in fact as well as in name.

¶ The Rittenhouse Cafe is noted for its unsurpassed cuisine and service, being supplied daily with fresh products—poultry, eggs and milk—from its own farms in Chester County.

¶ The Grill and Cafe make a special feature of "Club breakfasts," "Club lunches" and table d'hôte dinners at reasonable prices. The Rittenhouse Orchestra furnishes delightful music during luncheon and in the evenings.

¶ One of the Baltimore and Ohio officials, who has stopped at practically every prominent hotel in this country and Europe, recently told us that he never enjoyed his hotel visits quite so much as here.

Rooms \$1.50 up—With bath \$2.00 up

The Rittenhouse in Philadelphia  
On the Edge of Everywhere

CHARLES DUFFY, Manager

## Hotel Aberdeen

32d Street, bet. 5th Avenue  
and Broadway  
New York City

Location unsurpassed; fifteen minutes from Baltimore & Ohio 23rd Street Terminal and very close to all high class department stores and theatres

### A Magnificent Fireproof Commercial Hotel

giving the highest class accommodations at the most moderate rates.

This hotel has every known improvement and has no equal for its service and attention.

Every Room with Private Bath  
\$1.50 per Day and \$2.00

Special Rates by Week, Month or Season



C. H. &amp; D. REST HOUSE AT TOLEDO

Thomas White, yard clerk at Rossford, recently spent several days at Milwaukee. The scenery being new, very naturally he reported that he had a most enjoyable trip.

### Wellston Division (C. H. & D.)

Correspondent, L. E. FENNER, *Chief Clerk*,  
Dayton, Ohio

#### DIVISIONAL SAFETY COMMITTEE

A. A. IAMS.....	Superintendent, Chairman
R. W. BROWN.....	Trainmaster
H. G. SNYDER.....	Division Engineer
C. GREISHEIMER.....	Supervisor
S. J. PINKERTON.....	Supervisor
S. M. BAKER.....	Supervisor
R. O'NEIL.....	Division Foreman
F. M. DRAKE.....	Relief Agent
C. H. RAUCK.....	Agent
E. M. JONES.....	Yard Conductor
J. M. GINAN.....	Conductor
B. F. SHELTON.....	Fireman
T. G. HOBAN.....	Engineer
L. H. SIMONDS.....	Claim Agent
DR. F. S. THOMPSON.....	Medical Examiner
J. J. FITZMARTIN.....	Division Operator
E. B. CHILDS.....	Stationary Engineer
I. N. LONG.....	Section Foreman
E. BLAKE.....	Section Foreman
H. D. SPOHN.....	Brakeman

### Indianapolis Division (C. H. & D.)

Correspondent, ROY POWELL, *Superintendent's  
Office*

#### DIVISIONAL SAFETY COMMITTEE

M. V. HYNES.....	Superintendent, Chairman
F. M. CONNOR.....	Trainmaster
H. F. PASSEL.....	Division Engineer
E. BOAS.....	Master Mechanic
E. I. PARTLOW.....	Road Foreman of Engines
D. J. CURRAN.....	Agent, Indianapolis
W. H. BETTCHER.....	General Car Foreman, Moorefield
P. H. BAKER.....	General Foreman, Moorefield
H. F. REYNOLDS.....	General Yardmaster
E. L. AULT.....	Conductor, State St., Indianapolis
L. HANLON.....	Engineer, Moorefield
R. J. THIELL.....	Agent, Decatur

The new ninety pound rail, through State Street yard, has made a decided improvement in that terminal and has helped materially in many ways; among which, lightening the white man's burden carried by Jim Rourke, road supervisor, should be given a prominent place. The Indianapolis Division is fast becoming standardized.

The work on Pogue's Run sewer, Indianapolis, is still under way and the necessary interference with passenger traffic occasioned by this work has been one of the operating problems for many weeks for all roads entering Indianapolis. This work will soon be completed and when done, will be a great benefit to the city and will lessen maintenance expenses considerably for this division.

As an indication that business is getting better, this division handled the heaviest freight tonnage during the first two weeks of August that we have handled for several months and this in the face of very unfavorable weather conditions that interfered greatly with grain loading.

Being compelled to employ extra trainmen on account of increased business has been an unusual experience, but we are now becoming accustomed to it.

The prospects for a bumper corn crop along this division were never better and, if not damaged before harvested, the farmers will have to take greater precautions to care for the crop than they did in 1908, when extra cribs were built and fences strengthened to keep the corn from overflowing on the farms.

The crops of wheat and oats are also extremely heavy and with the large amount of live stock throughout the country the outlook for a good freight business in the fall is very encouraging.

G. H. Drake, distribution clerk in master mechanic's office, has demonstrated his belief in the adage that two can live more cheaply than one as, on his return from a vacation recently, he announced his transition from single blessedness by passing around cigars. We wish him and his bride much joy and happiness.

Motive power timekeeper, W. J. Powers, spent his vacation seeing the sights at Atlantic City and New York.

The condemned freight cars on this division which have been authorized for dismantling since July 1, have about been disposed of; 177 cars were dismantled up to August 10, which is the best record made on any division of the Cincinnati, Hamilton & Dayton.

A representative of the New York Air Brake Company who recently visited our shops, complimented us on the equipment of our air room, stating that we had some very efficient machines in use.



# Announcing the NEW MODEL ROYAL No.10

**"The Machine with a  
Personality"  
FEATURE No.2**

No Matter  
What Your  
Personality  
May Be—  
The ROYAL  
MASTER-  
MODEL 10  
will fit it:



**"Just  
Turn  
the  
Knob"**

**EVERY** keen-witted stenographer, every office manager, every expert operator on the firing-line of "BIG BUSINESS" will grasp at once the enormous work-saving value of the *New Royal Model 10*.

Because it is "the machine with a personality"—*your* personality! Think of a master machine with an adjustable touch—a typewriter you can "tune up" to fit your own *personal* touch, simply by "turning the knob" until it strikes the keynote of *YOURSELF*.

**Think** of getting through your week's work with the *minimum* of effort and banishing the dull grind of "typewriter nerves."

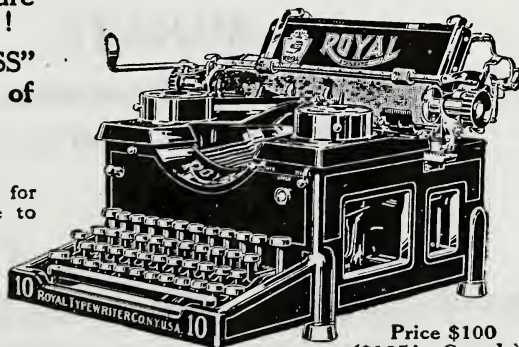
That's only *one* reason why the No. 10 Royal is the *master machine*. There are many other big, vital new features. Combined with the personality of its *regulated* touch, you get a typewriter with 100% speed—100% accuracy—100% visibility—100% durability—making 100% **EFFICIENCY**. A machine with 1,000 working-parts "*minus*"—a typewriter of *long-term service*, that need not be "traded out" and won't "die young."

The No. 10 Royal introduces many exclusive Royal features not found on any other typewriter in the world. It carries all standard improvements: **Tabulator, Back Space Key, Bichrome Ribbon and Automatic Reverse**, and has the famous **Royal Triple Service Feature**—it writes, types cards and bills!

**BUILT for "BIG BUSINESS"**  
and its **GREAT ARMY** of  
**EXPERT OPERATORS.**

## Get the Facts!

Send for the "Royal man" and ask for a **DEMONSTRATION**. Or write to us direct for our new brochure, "Better Service," and a beautiful Color Photograph of the new Master-Model 10, showing *all* of its many remarkable new features. This advertisement describes only one. "Write now—right now!"



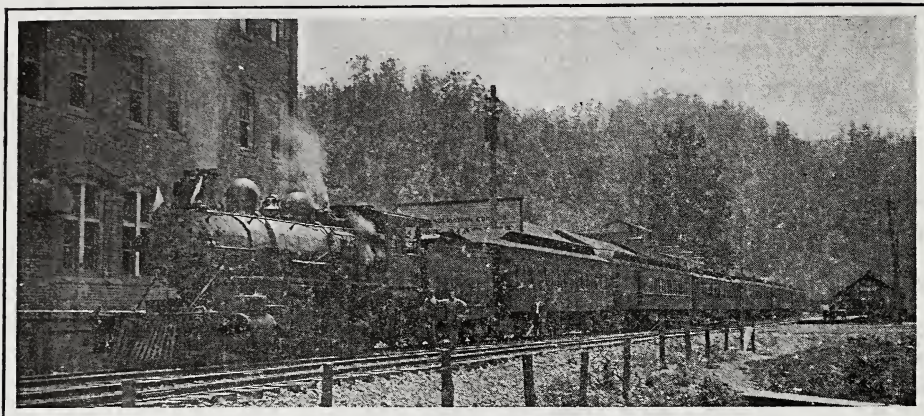
Price \$100  
(\$125 in Canada)

**ROYAL TYPEWRITER COMPANY, Inc.**

Room 15, Royal Typewriter Building, Broadway, New York  
**BRANCHES AND AGENCIES THE WORLD OVER**

*Please mention this magazine*





SPECIAL TRAIN OF OFFICIALS AND DIRECTORS OF CONSOLIDATION COAL CO.

From left to right: E. Cassidy, Fireman; H. L. Burfee, Engineer; J. M. Moore, Conductor; Jesse Moore, Brakeman

## Sandy Valley & Elkhorn Railway

Correspondent, GEORGE DIXON, *Chief Clerk*

### DIVISIONAL SAFETY COMMITTEE

H. R. LAUGHLIN.....	Chairman
A. W. WHITE.....	Supervisor M. of W. Department
D. W. BLANKENSHIP.....	Section Foreman
S. H. JOHNSON.....	Engineer
E. E. CASSIDY.....	Fireman
J. M. MOORE.....	Conductor

W. P. Cain, weighmaster, has been granted a leave of absence for a month. Allen Layman, of freight agent's office, Parkersburg, is acting weighmaster during Mr. Cain's absence.

Supervisor A. W. White and wife spent the first two weeks of August visiting relatives in central and southern Illinois.

W. P. Lane, clerk in office of general manager, Cincinnati, spent a week of his vacation with friends on the S. V. & E.

E. G. Bond, cashier-accountant at Jenkins, has returned after a two weeks' vacation spent visiting friends in Mobile and New Orleans.

Engineer C. C. Woodson, who has been ill in the Jenkins Hospital for the past few weeks, is out again.

## ELIMINATE

War Gossip, All Gossip, Pessimism, Hard Luck  
and If's from Your Conversation

## ADD

Optimism, Hard Work and Faith  
Result=Prosperity This is the United States  
TALK BUSINESS

—Thos. N. Miranda









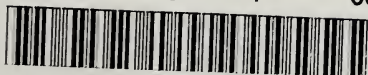
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